

Utilities Management EA Update 15/10/2021

Is the separation of EA's Legal in the Current situation?

On Wednesday the 13th of October 2021, the CEPU SA wrote to UMPL outlining our concerns over UMPL's claim to separate the Enerven employees from the current UMPL negotiation. On top of making this claim, UMPL have also sent out a Notice of Employee Representational Rights to this group of workers which has complicated the whole situation.

We have received a response to our letter of concern, which has not settled the issue, so we shall have to refer this matter to the Fair Work Commission for ruling. The Fair Work Commission will decide whether the separation of Agreements, the way that UMPL are trying to do, is allowable.

Workers from many areas in Enerven have raised their own concerns with us over this sudden and ill prepared idea of a separate Enterprise Agreement. A very high percentage (over 90%) of the Members who we have held meetings with and who have responded to our survey are against the idea of Enerven having their own EA.

If you have concerns please let us know and let your leadership team know as well. Without direct feedback from you, your leaders will think you are fine with the separation of Agreements.

Enerven EA Information Meeting

Enerven held an EA Information Meeting on Thursday the 15th of October 2021 for employees who have nominated themselves (or others have nominated) as Bargaining Representatives. This was to introduce these workers to the Bargaining Process. Employee Bargaining Reps fall into 3 categories.

1. Workers who have nominated themselves are there to represent themselves.
2. Workers who have been nominated by other workers are there to only represent those that have nominated them.
3. Unions are default Bargaining Representatives for their Members (except in a case where a Member has nominated a different Bargaining Representative).

Workers who are not nominated and who are not Union Members are un-represented in the process.

Employee Bargaining Reps have rules they must follow, so anyone that has self-nominated, or been nominated by other workers should make themselves familiar with the rules of Bargaining and the obligations of all parties. Breaches in Bargaining rules can lead to court challenges and individual fines for Employee Bargaining Representatives that have been found not complying with their obligations.

Bargaining is not without risk and all parties need to always know and follow all rules.

The next bargaining meeting for the UMPL EA 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:

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PLEASE SHARE THIS UPDATE WITH YOUR WORKMATES