

SA Power Networks/Enerven EA Update 20-1-2022

On behalf of the SBU, Happy New Year. We hope you and your family are safe and well.

On Wednesday 19th of January 2022, the SBU attended a bargaining meeting to continue negotiations for a replacement EA. At this meeting UMPL announced their rejection of our December 9 counter proposal. You can access the Counter proposal [AT THIS LINK](#).

Disappointingly, but not surprisingly, not a single concession or counter offer was made by management, even after they cancelled our December 21 meeting with a request for more time to consider.

Management identified 4 'threshold issues' for rejecting the offer, those being, the SBU's claims for:

- A single agreement
- NO forced labour clause (Emergency availability)
- NO change to the current issue (dispute) resolution clause, and
- A fair and reasonable annual pay increase of 3.5%

Even though management rejected our claims, we took the time to question the reasons why management rejected our offer and our claim seeking to make jobs more secure at UMPL.

Secure jobs worth fighting for - ongoing work should mean ongoing and permanent employment

We believe management's approach to insecure work through secondments, short-term contracting and supplementary labour is unethical. We argued and will continue to argue that ongoing work should mean ongoing and permanent employment, they reject this proposal and say it's their discretion for management to determine its employment mix. We are seeking a transparent and consistent approach, which they reject.

Most Productive Distributor and a productivity increase of 6.1 % in 2020 should equal a fair pay rise!

You work for a majority overseas owned private company that operates an essential service as a monopoly. They make enormous profits from owning Australia's most productive electricity distributor, which has consistently been the most productive since benchmarking commenced in 2006. In 2020 alone the Regulator acknowledged a productivity improvement of 6.1%.

Management say the pay increase we're asking for is not in line with "community expectations" and not commercially sustainable. The facts from the regulator show this just isn't true, SA Power Networks is the most efficient Distributor in Australia with very strong revenue and profit numbers. We say the workers deserve a fair pay increase in return for delivering these efficiencies and profits.

In relation to "community expectations", we asked the UMPL bargaining team what the community's expectations were in regard to a reasonable profit take for their business or in regard to large businesses paying their fair share of tax? We haven't received an answer.

2 separate EAs – Appeal Under Way

We are seeking a fair and reasonable agreement that covers **all** UMPL workers. Two agreements creates two tiered wages and conditions. We are doing all we can to avoid a 2-tiered wage system for our members. We have informed UMPL that in the event of there being 2 EA's, we want a clause in the EA that stops free transfer of labour between entities/divisions without the express consent or request (via application for a vacant position/secondment) of the employee affected. Management have not responded to this.

We are listed for an appeal hearing to test the decision that was handed down late last year by the FWC. This appeal won't be as lengthy as the last trial, we will keep you updated as new information becomes available.

The next bargaining meeting is scheduled for Wednesday 2 February.

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