

## Utilities Management EA Update 10-6-2022

### **Enerven EA is just another version of a tiered EA**

At yesterday's bargaining meeting UMPL continued to pursue a separate Enterprise Agreement for "Enerven".

To see the draft, please see this link: [Draft Enerven EA](#)

The separation of the EA's is just another version of "tiered rates" with the exception of no delineation between the tiers and no worker being excluded from being moved to either tier.

The gap between these 2 EAs at the moment is enormous. While the company says the "pay rates" will be the same, the conditions contained in each are currently worlds apart. With claims being put forward to reduce conditions on the Enerven side, such as no stand down for night work, or workers only getting stand down on the last day of a week of night shift. This claim would reduce the take home pay of the workers performing this work compared to what currently happens. For example the worker would start night shift Monday, last night shift Thursday night, finish Friday morning and pay stand down Friday only, receive Overtime rates during night works rather than getting paid stand down each day. These are examples of claims put forward by "Employee Bargaining Reps". **The SBU continues to reject management's claim for separate agreements.**

Tiered rates have traditionally been used by employers to undermine wages and conditions. The use of tiered rates introduces an imbalance between 2 cohorts of employees who do the same work. The strategy is, once implemented the company stirs up jealousy between the 2 tiers and allows this to cause friction amongst the workers. The friction ends up with the lower tiered workers asking why the upper tiered workers get paid more for the same work. Through future negotiations, the top tier workers are held out as overpaid and this usually ends in a pay freeze for the top tier workers while the lower tier workers "catch up".

This is why all workers need to vote no to any EA that is put out that is not exactly the same for Enerven and SA Power Networks workers. Any difference in wages and conditions between these 2 trading names will introduce a 2-tiered wage system. We need a single UMPL EA for all UMPL workers.

### **The SBU Continue to Press Our Claims**

The SBU continued to negotiate our existing claims in yesterday's meeting to improve the UMPL agreement and to share the reasons behind them for the benefit of the Independent Bargaining Representatives.

These included key claims like:

- One agreement for all UMPL workers
- No change to the issue resolution clause
- No forced labour clause (emergency availability)
- Improved job security through the conversion of seconded, defined term contract and supplementary labour positions to permanent after 36 months

The SBU has rejected the companies wage offer and continues to press our claim for a 3.5% or CPI (whichever is greater) increase.

Our next meeting needs to be a lot more productive. **2 years is 2 long!**

**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

**Dan Spencer ASU** 0447 147 524

dspencer@asu-sant.asn.au

**Dominic Mugavin PA** 0424 793 400

DMugavin@professionalsaustralia.org.au

**PLEASE SHARE THIS UPDATE WITH YOUR WORKMATES**