

Utilities Management EA Update 06/09/2022

UMPL releases SBU endorsed Enterprise Agreement for access period

Around midday today UMPL issued employees by email a proposed [ENTERPRISE AGREEMENT](#) and a [TERMS and EFFECT DOCUMENT](#) that explains the proposed changes to your Enterprise Agreement. Please take the time to review these documents prior to the ballot, which is scheduled to commence at 9:00AM Thursday the 15th of September, and end at 10:00AM on Monday 19th September.

If you have any questions or concerns about the proposed agreement or voting arrangements, please contact your union delegate or organiser. If you want a union representative to hold a meeting about the proposal at your workplace, or virtually, give us a call.

The proposed Enterprise Agreement distributed today has been considered by your SBU delegates who resolved to endorse it and recommend to members to vote yes to it.

As you would be aware, this outcome is the result of a protracted industrial dispute, unprecedented in our industry, against a militant employer determined to force radical change on its employees. We ultimately prevailed and protected long-held terms and conditions of employment because of the solidarity, commitment and organisation of union members at SAPN and Enerven. All those union members that sacrificed pay and stood up to take Industrial Action are owed a debt of gratitude by those who will benefit into the future.

This win should not be underestimated, Deputy President Anderson of The Fair Work Commission described the UMPL EA fight as the most significant industrial dispute in South Australia and one of the biggest in the nation. The campaign saw SA Power Workers repeatedly beat a highly resourced multinational corporation in the Fair Work Commission and bring a level of industrial pressure that forced UMPL to back down from its claims.

The company scrapped its push to cut new employee wages by 20% and had to revise its annual wage increase offer of 2% despite claiming there was 'no more left in the tank'.

UMPL abandoned its insistence that splitting the workforce into two, with separate agreements for Enerven and SAPN was a necessity and dropped its bitterly fought for mandatory requirement for employees to do extra availability duty when directed.

We have reached a proposal that delivers on our original 3.5% wage claim, made over two years ago, of course with the cost of living and interest rate rises 3.5% is no longer a great outcome – but importantly it comes with full back pay for all purposes i.e. 3.5% annually compounding and applied to all overtime, leave, and allowances etc.

We have an agreement in principle on a Memorandum of Understanding that requires the agreement of affected employees for changes to be made to availability rosters and are currently awaiting a signed version of this document. A number of more minor SBU claims have been realised and shift rate parity is included.

In the end the workers showed the solidarity and the fortitude required to maintain the conditions in our industry. The Enterprise Agreement, shared by the company today to kick off the voting process is streets ahead of where we would be had we not fought so hard and sets us up well to commence the next round of bargaining in 12 months' time.

Our members, delegates and officers be proud of the outcome reached. This is a win for our industry won by the Union members of the Single Bargaining Unit.

Now is the time for you to have your say on the outcome, the vote is yours to cast as you see fit. The SBU has endorsed this proposed EA and are therefore recommending a yes vote.

To our Members and Delegates, thank you for playing your part in delivering this result for all workers in our industry.

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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