

SAPN/Enerven EA SBU Update 01/09/22

SBU Endorses YES Vote

The SBU met with UMPL this morning to continue negotiations on a replacement UMPL EA. During the last week the Officials of the SBU Unions have been meeting with UMPL representatives to break down the issues that the SBU had with UMPL's last offer.

This morning, as a result of those negotiations and the pressure put on UMPL by an organised and sustained industrial campaign, UMPL made a revised offer to the SBU in an effort to get endorsement from the SBU. This offer delivers on the issues that our delegates have identified as critical

The offer put today is as follows:

- One agreement that covers all UMPL employees SAPN and Enerven
- Expiry Date of 31/12/2023 (meaning we will begin re-negotiations next year)
- 3.5% pay rise first pay period on or after 1st of July 2023
- Back dated pay rises of 3.5% as at July 2021 and 2022 on all wages, allowances and overtime.
- Proposed Emergency Availability Clause that allows UMPL to "request" rather than "require" workers to perform additional availability
- Re-worded Issue Resolution Procedure, with the current scope, but without the Status Quo (with a Memorandum of Understanding committing to no changes to any Availability Rosters through the life of the agreement, without the agreement of affected workers)
- Parity applied to NOC Saturday shift rate
- All previously agreed items (they can be found [HERE](#))

Through the negotiations, it is important to note that the changes and concessions that were made, were a step in the positive direction of repairing the trust between UMPL and its workforce. This was instrumental in the concession in the Emergency Availability Clause. The long running industrial dispute has been damaging to the employer/employee relationship. We need the trust and respect to return to the workplace moving forward, this was recognised by the UMPL representatives and the SBU Officials.

On this basis, pending the final drafting of the EA and relevant MOU, we are happy to endorse this current offer in principal and recommend our members vote YES to this proposed EA.

In coming to the decision to endorse the offer the SBU has had regard to relevant circumstances. We will be bargaining again in 12 months' time and need to build on our bargaining power. Endorsing the offer negates the threat of UMPL applying to terminate the agreement or putting an un-endorsed offer to the workforce to vote on. It also secures pay increases and full backpay in the lead up to the next EA campaign.

The next EA campaign will be conducted with a new UMPL CEO, and hopefully an improved management culture. We also expect to be operating under a revised industrial relations legislative framework. Unions, including ours, are in Canberra today at the Federal Jobs Summit talking to the Federal Labor government

about making the enterprise bargaining system fairer for workers. As an example, the government has already committed to changing the law to remove the ability of employers to unilaterally terminate agreements.

The only potential negative, despite all of the wins we have had, is the Status Quo provision in the Dispute Resolution clause. This was a calculated decision by officials and is not a complete loss as there are words in the new clause that talk of workers “working normally” and comes with a Memorandum of Understanding that Availability Rosters will not be changed unless agreed by a majority of the effected employees.

Additionally, UMPL have made commitments to continue discussion via the Consultative Forum with the SBU to improve security of employment provisions and Mates in Energy mental health support services during the life of the agreement.

Now that the SBU delegates have finally arrived at a position that we can endorse to our members. The SBU endorsed protected industrial action needs to cease.

The SBU will be pulling our PIA notices tomorrow morning. Importantly, once notices of PIA are removed industrial action will become unprotected and the Unions and individuals may become exposed to ramifications if unprotected industrial action is taken.

UMPL has agreed to provide the SBU paid time meetings to discuss developments with our members at 07:00 tomorrow Friday the 2nd of September and 07:00 Monday the 5th of September. We expect a proposed enterprise agreement will be ready to distribute to employees by Tuesday the 6th of September.

SAME WORK, LESS PAY, WE SAID, NO WAY – AND WE WON!

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

Daniel 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 WORKMATES3