

## Utilities Management EA Update 20/09/2022

### Union endorsed Enterprise Agreement supported by huge majority

The results of the ballot on the UMPL (SA Power Networks & Enerven) Union endorsed [ENTERPRISE AGREEMENT](#) were reported around 11:30AM today. This overwhelmingly positive result comes after four proposals that were not endorsed by the SBU Unions were convincingly rejected.

1961	people voted
1793 / 91.4%	people voted "yes"
168 / 8.6%	people voted "no"

This outcome is the result of a protracted industrial dispute, unprecedented in the SA electricity distribution 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.

This win should not be underestimated, UMPL employees have defeated a highly resourced multinational corporation through a concerted Industrial Action Campaign and multiple wins by the Unions in the Fair Work Commission.

**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.**

The industrial pressure applied by Union members enabled the SBU to negotiate a good outcome despite the company's threats to terminate the Enterprise Agreement and to put out a non-endorsed offer.

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'. A proposal has been reached that delivers on the original 3.5% wage claim, and importantly comes with full back pay applied to all overtime, leave, and allowances since bargaining commenced more than 2 years ago.

UMPL was also forced to abandon the claim that splitting the workforce into two, with separate agreements for Enerven and SAPN employees was a necessity. They were also made to drop the claim to include a mandatory requirement for employees to do extra availability duty when directed.

In the end, the workers showed the solidarity and the fortitude required to maintain working conditions in their industry. The Enterprise Agreement reached is streets ahead of where workers would be had they not fought so hard. The next round of bargaining is set for 12 months' time, and we will be in a new and better bargaining environment when we get back to it.

We are advised that SAPN CEO Rob Stobbe is retiring, and we are hopeful that the new management team won't want a repeat of the bitter and damaging industrial campaign we have just gone through.

The Unions will seek to work with a renewed management team in the hope that they will have a better attitude toward their employees and bargaining.

We will also be bargaining under a new Fair Work Act which is being revised in line with outcomes from the recent Jobs and Skills Summit convened by the Federal Labor Government in Canberra.

**Well done to all SBU Union members on this result, and a special thank you to the members who stood up and represented their fellow members as workplace delegates across the state.**

### **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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