

CEPU ALINTA ENERGY UPDATE**REPORT BY BOB DONNELLY – ASSISTANT SECRETARY****CEPU – ELECTRICAL, ENERGY & SERVICES DIVISION****ALINTA ENERGY COLLECTIVE AGREEMENTS 2010 NEGOTIATION'S****Leigh Creek**

A meeting was held at Leigh Creek on Tuesday the 9th of February and the Unions put forward 6 common items for the Company to respond and they are

- Three Year Agreement
- 12% Superannuation for Div 5 and review Div 2 & 4 “ceilings” **(CEPU position now 15% not 12%)**
- Conditions in the Deed to be inserted in the new agreement
- All conditions for Contractors/Apprentices to be the same as permanent employees.
- Leigh Creek Day Worker issues
- Wage increases of 7% on the 1st of July 2011, 2012 & 2013

The CEPU & AMWU stated very clearly that they want to continue with a separate Trades & GSW Agreement.

Management then informed the Unions of there” wants” and they are

- Four Year Agreement **Opposed by the Unions**
- Legislative Compliance of document – detail all compliance related changes **Agreed by the Unions as this must occur for Fair Work Australia approval**
- Facilitative Agreements Clause to be removed and existing agreements to be included **More detail required by the Unions**
- Document simplification **More detail required by the unions**
- Single Agreement **which means no separate Trades & GSW Agreement This was Opposed by the CEPU & AMWU**
- Code of Conduct to be changed **Changes not discussed more detail required by the Unions**
- Personal Leave medical certificate required for all but 2 single days per year. **Opposed by Unions**
- Personal Leave person utilising greater than 1 year entitlement in 12 months directed for medical review **Opposed by Unions**
- Parental Leave Paid to be clarified to 4 weeks if primary carer giver only, and 1 week if both parents off together **More detail required by the Unions**
- Training Hours- not worked but paid to be banked to offset hours of days off (during their training block) **Opposed by Unions**
- Implementation of Stand Down Clause as provided in Legislation including direction to use annual leave entitlements **Opposed by Unions**
- Roster variations- rosters may be changed if standard consultation clause complied with **Opposed by Unions**
- Roster/Shift Swaps- if an employee is directed to change shifts by the employer the employer will advise when the shift swap has been completed and the employee is to return to the ordinary or “home shift” **Opposed by Unions**
- Alternative to dismissal- to apply to Wages and Salaried **More detail required by the Unions**
- Disciplinary Action- to include right to remove person from shift, THCD, overtime if subject to disciplinary action **Opposed by Unions**
- Changes to THCD so you are only paid the hours you work not for the full day if 2 or more hours are worked **Opposed by the Unions**

As you can see the Leigh Creek Management claim is all about reducing the conditions of employment there is no positives in their claim for their employees.

CEPU ALINTA ENERGY UPDATE**REPORT BY BOB DONNELLY – ASSISTANT SECRETARY
CEPU – ELECTRICAL, ENERGY & SERVICES DIVISION****ALINTA ENERGY COLLECTIVE AGREEMENTS 2010 NEGOTIATIONS*****Augusta Power Stations***

A CEPU Members meeting endorsed the following

- *Three Year Agreement*
- *15% Superannuation for Div 5 and review Div 2 & 4 “ceilings”*
- *Conditions in the Deed to be inserted in the new agreement*
- *All conditions for Contractor/Apprentices to be the same as permanent employees.*
- *A separate Trades & GSW Agreement*
- *Other items were endorsed and details will follow after a joint CEPU & AMWU meeting endorses them they included 36 hour week, Apprentices, improvement to Call Out provisions, allowances increases and income protection.*
- *Wage increases of 7% on the 1st of July 2011, 2012 & 2013*

The meeting which was held on Wednesday the 10th of February did not achieve any outcomes as Alinta Management would only allow certain Delegates to attend and for the CEPU that was only one Delegate so Mark Sims and Steve Laister were ordered back to work so with that direction the Unions all left the meeting.

The next meeting if it goes ahead will be held on Tuesday the 23rd of February. The Unions meet this Friday to decide if they will attend. It appears that Alinta management are about confrontation not about bargaining in good faith. With a bit of luck common sense will prevail and we will be allowed the delegates that our membership has chosen and the meeting will go ahead on Tuesday.

The CEPU is intent on negotiating in good faith to get agreement on fair Enterprise Agreements for both Leigh Creek and Augusta Power Stations.

Members who have additional items to add to the Log of Claims please contact your Delegate as soon as possible.

A major issue that was not resolved last time was the 36 hour week (Torrens Island and ETSA Utilities Members enjoy the benefits of these which include a higher hourly rate which applies to overtime and more leisure time.)

If you are not a Union Member you need to join now; contact your Delegate or the CEPU office on 82342130 for membership information

It's your Union Collective Agreement support your Negotiating Team!