



CEPU

Industry News

Autumn 2008

Fellow Union members,

Okay, I know autumn is officially over but I didn't manage to get this out in time and it's not that wintery yet anyway.

This is an update as to what's been happening lately. Communication is the key to an effective Union; if any member wants Union representation at the workplace on any issue or has a query, comment or news – give us a call.

Collective bargaining – Strength in numbers

Recently Completed Union Collective Agreements

- **AI Automotive** – A nine month struggle is over and the new Ai Auto agreement has been unanimously endorsed by the whole workforce. We claimed, amongst other things, wage increases of 5% a year for a three year agreement and protection of award conditions.

The company offered 1%, 1.5% and 2% with a reduction of conditions. Arduous and momentous negotiations followed with the unions (CEPU, AMWU & AWU) getting nowhere. The company put out an agreement to the workers without union endorsement and it was rejected by 156 to 7 votes.

We held meetings with members where industrial action was endorsed by the vast majority of the workforce and then applied for an AEC ballot to take industrial action. The company fought our ballot application and their lawyers accused us of bargaining in bad faith, pattern bargaining and seeking prohibited content in the agreement. We beat the company lawyers in the commission and got the right to hold a ballot. The ballot resulted in 97% of employees voting to authorise industrial action.

Further meetings were held with the company but now their attitude was very different. We got agreement on virtually all our claims with a 4% a year wage increase. It just goes to prove that you get what you're willing to fight for.

Enterprise Agreements Currently Under negotiation

- **Sky City Casino** – The trades workers at Sky City are all on AWA's except one CEPU member who refused to sign up and is bound by the S.A. Metals Award. Negotiations are at an early stage, our main

objective is to achieve a union collective agreement that protects the award conditions and provides a pay rate that reflects what's going on in the real world.

- **Adelaide Hilton International Hotel** – Negotiations have stalled due to the HR manager taking extended annual leave and then our delegate going on holiday. We will be talking again soon.
- **ASC Warships 'Greenfields' agreement** – Negotiations between the CEPU, the AMWU, the AWU and ASC toward an agreement covering the Air Warfare Destroyer project at Osborne have nearly gone as far as they can go. The only outstanding issue is the pay rates. ASC are not budging and our negotiating power is limited as there are no members working there yet. If no increase is offered we will have to decide as a union if we will sign the agreement or not.
- **Adelaide Brighton Cement Birkenhead** – Preliminary negotiation meetings have been held and the current position is to do a transitional agreement, which means a roll over of the current certified agreement with variations as agreed through negotiation.
- **Fosters Winery Nurioopta** – The unions (CEPU, LHMU & AWU) have put a combined log of claims on the table and so far Fosters have said No to just about all of it. Negotiations are continuing toward an agreement that we can put to members for a vote.
- **S.A. Brewing (Lion Nathan)** – We have claimed 6% a year for a three year roll over agreement that protects current EBA and award conditions. The company have said they can't pay guaranteed increases of more than 3.5% a year despite Lion Nathan reporting a 7% increase in half yearly profit to \$167 million. The company also want to introduce seasonal flexibility in ordinary hours worked per week to ensure the ongoing viability of SA brewing. SAB have a 45% market share locally.
- **Yalumba Winery Angaston** – Negotiations have just started at Yalumba, again it looks like we will be doing a transitional agreement varying and appending the award to the current EBA.
- **Nyrstar Port Pirie Smelter** – Preliminary discussions about classification structure and negotiations toward a new agreement have occurred.
- **OneSteel** – National negotiations are underway in Sydney and Newcastle with discussions regarding local issues at the Iron Duke Mine and the Whyalla Steelworks starting soon.

Making the boss pay what's owed

- **Extreme Ski Boats** – After a long and frustrating struggle I managed to get payment of unpaid super contributions plus interest for our member from his ex employer Extreme Ski Boats.

Representing members at the workplace

- **Coopers** - We have an ongoing dispute with Coopers Brewery regarding shift allowance payments for short term shift work. The company have said they have a proposal to put to us but we have been waiting since April to see it.
- **OneSteel** – The trade's model review is ongoing and should lead to increases to classification levels and pay for our members in the near future.
- **Transfield** reclassification process is nearly complete and should lead to trades retention bonus payments for our members.

Your say in your Union

Thanks to all the members who took the time to complete and return the survey that was posted out. We got some good feedback from the small proportion of the membership who responded.

Keeping our database up to date is a major challenge; if you change address, phone number or employer; please let us know.

Branch Conference

The 2008 Biennial conference was held on the 21st and the 22nd of February. It was a well attended conference and covered a broad range of topics including the S.A. branch four year plan.

Delegate Training

The next delegate training will be Level 1 and is to be provided by John Maraz, our National Training Officer on the 29th, 30th and 31st of July. If you are a delegate, or interested in becoming one this is vital training. Call for details.

Health & Safety Rep project

John Maraz ran a course for CEPU Health and Safety reps on the 15th 16th and 17th of April. The aim of this course is to improve skills, knowledge and the ability of HSR's to exercise their rights and carry out their responsibilities under the Occupational Health Safety and Welfare Act.

I recently completed the HSR level 2 course at SA Unions and can recommend it to all HSR's as very interesting and worthwhile training for any HSR's who have done level 1.

Asbestos

I have had two members contact me recently who have been diagnosed with asbestosis. We have been able to offer free expert legal advice to these members, but it's a service that you don't want to have to use. Remember - **If you think the jobs not safe - don't do it.**

New team member

We have a new appointed organiser with the branch. Simon Pisoni joined the team on the 7th of April his areas of responsibility are S.A. Government, SA Water, TransAdelaide, Holden's and the members still at Mitsubishi. Simon has been a member of this branch for 29 years and served his fellow members as a shop steward at many different workplaces. You might have seen Simon on T.V. recently, he and his mate Peter jointly won the prize on episode 17 of the ABC's New Inventors programme.

That's about it for now; I'll try to get the next news letter out in time to align with the seasons.

Yours in Solidarity,

John Adley

Organiser

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