



# CEPU Industry News

Autumn/Winter 2009

## **Fellow Union members,**

In an effort to keep members informed, this is an update regarding what's been happening lately in the areas I am involved with.

### **Collective Bargaining – Strength in Numbers**

#### Recently Completed Union Collective Agreements negotiations

**ASC** – Workers at ASC (CEPU, AMWU and AWU) recently voted to accept, in principal, an offer of 4% per annum for a three year agreement that is virtually a rollover of the current agreement. The fine details remain to be negotiated before the agreement goes out for a formal vote. Federal defence budget cutbacks have caused restructure and redundancies at ASC and some CEPU members have accepted voluntary redundancy packages.

**Coopers Brewery** – Negotiations begun in March have concluded with Union members (CEPU, AMWU & LHMU) voting to accept an offer of 3% in year one and 2.5% or CPI + 0.5%, whichever the greater in years two and three. The agreement is a rollover of the current one with increases to allowances. In a great example of solidarity, during negotiations with Coopers, Union members unanimously rejected a \$2000 company bribe to agree to a deal that removed the right of refusal to do shift work for a minority of workers.

**OI Glass** – Negotiations with OI Glass for a new national agreement are completed. The result is 3% in the first year and 6% in the second year for a two year agreement that provides pay out of unused sick leave on retirement or redundancy and a HV allowance.

**BSTG** – A majority of combined Union members at BSTG (CEPU, AMWU & LHMU) have voted to accept a three year agreement which gives a sign on bonus of \$1000 in the first year and wage increases of 2% in the second year and 3% in the third year.

As with all automotive components manufacturers BSTG is suffering from a decline in demand for its products. The company have been requesting employees take Long service and Annual leave on scheduled “down days”. This is a serious concern and can't continue much longer before our members run out of entitlements.

**Coca Cola Equipment Services** – Members at Coca Cola EQS recently voted overwhelmingly to accept a new three and a half year Union Collective Agreement. The deal is largely the same as the previous agreement and provides wage increases of 4%, 3.5% & 4.5% with an increase to the standby allowance

from \$420 a week to \$520 over the term. We also got an increase of 4.25% on the top classification level wage rate.

**OneSteel** – The OneSteel Whyalla Employees Union Collective Agreement has been lodged and is in operation. The deal is 14% for three years or 15% if the C.P.I. is greater than 4.5% in the last two years. Our challenge now is to make the company abide by the commitments it has made in the Agreement.

#### Enterprise Agreements Currently Under negotiation

**Smiths Snack Foods** – Negotiations with Smiths are due to begin in the near future.

**Kimberly Clark Australia** – Negotiations for a new agreement with KCA are underway, initial meetings have occurred at the Millicent plant and a log of claims has been served on the company by the CEPU and AMWU.

**Electrolux** – Workers at Electrolux Dudley Park voted twice to reject Employee collective Agreements being pushed by the company before Workchoices died on the 1<sup>st</sup> of July. Negotiations will resume soon toward an Agreement under the new Fair Work Act.

**SMR** – The South Middleback Ranges agreement that covers workers at the Onesteel Iron Duke Mine has still not been finalised. The company informed us four months ago that they will put their proposal to the workforce. We are waiting for the response.

**Sky City Casino** – Negotiations between the CEPU and SkyCity are ongoing. We are trying to achieve a Union Collective Agreement for the Gaming Machine Technicians and Building Services Officers at the casino. The majority of casino employees are currently on AWA's and poorly paid when compared to CEPU members on Union agreements. The good news is we have recently had an increase in Union membership at the Casino and the new Fair Work Act will increase our ability to get a decent Agreement.

**Adelaide Hilton International Hotel** – A recent wage offer put by the company was rejected as it constituted a wage cut. Negotiations for a new Engineering Union Collective Agreement will continue under the new legislation.

**Nyrstar Port Pirie Smelter** – Negotiations between the CEPU, AWU, AMWU, CFMEU and Nyrstar for a new Union Collective Agreement were nearly concluded before Christmas. Discussions on the Carbon Trading Scheme and the company's financial situation have put the EBA negotiations on hold.

**Coca-Cola Amatil** – Coca-Cola have terminated the Union Collective Agreement in an effort to increase the pressure on their workers to accept an agreement on the company's terms. The combined unions (CEPU, LHMU & AMWU) engaged a Q.C. to fight the termination application in the Industrial Relations Commission. We lost the case but we won some concessions along the way. Our members at Coke are now on the Metal Industry (S.A.) Award but their UCA wage rates will be protected as part of their contract of employment. We are now waiting for the company to come back to the negotiating table and bargain in good faith under the new legislation.

**Hendon Semiconductors** – The Company put out a non union Employee Collective Agreement which, to my disbelief, was accepted by a majority of employees at a ballot.

The offer gives an up front 8% pay increase but no further guaranteed increases for five years! Saturday work becomes ordinary hours so penalty rates are not applicable. RDO's have been taken out and the protection of the Award conditions and its classification structure has been removed. The company has only committed to the income protection scheme that covers sick and injured workers for 12 months.

If this agreement passes the no disadvantage test it will be a poor outcome for workers. The majority of Hendon employees are not Union members.

**Desalination Project** – The CEPU, AWU, AMWU, CFMEU & MUA have been negotiating a “greenfields” agreement with Adelaide Aqua for the desalination project. The other Unions signed an Agreement with the company prior to the 1<sup>st</sup> of July. The CEPU did not sign as we didn't want to lock into a three year “Work Choices” agreement three days before the new Fair Work Act came into effect.

**Penrice Soda** –The CEPU and AMWU have been negotiating a transitional maintenance agreement. The company recently made a wage offer for a 12 month agreement of 14% for CEPU members and 6% for AMWU members. The offer was accepted in principal 8 days later at a combined mass meeting. We reported back to the company who, unbelievably, informed us that the financial situation had changed and the offer no longer stands.

The CEPU is now engaged in efforts to achieve a decent separate CEPU Agreement for members at Penrice.

**If you have any queries about pay rates or the content of Collective Agreements, please give me a call.**

### **Underpayment**

**Skycity** – I am currently pursuing underpayment claims for members at the Casino who have not been paid in accordance with the terms of their AWA'S.

**BSTG** – The CEPU and AMWU have settled an underpayment dispute with BSTG for maintenance employees who were not being paid for meal breaks.

### **Disputes**

**Onesteel Trades model** – Onesteel recently decided they would not implement the agreed new classification structure (Trades Model). We believe this is a breach of the terms of the new UCA and so lodged a dispute with the AIRC. We were unable to resolve the dispute by conciliation so preceded to arbitration on the matter. Submissions have been lodged with the AIRC and we are awaiting the Commissions decision.

### **New “Fair Work Australia” IR Laws**

As you are aware a new Industrial Relations system began operating on the 1<sup>st</sup> of July this year with further changes to be introduced on the 1<sup>st</sup> of January next year. This is the *Fair Work Act* which signifies the end of the “Work Choices” legislation. CEPU officials attended a conference on the new IR legislation from

the 14<sup>th</sup> to 17<sup>th</sup> of June to enable us to represent our members under the new system.  
 For information on the act and what it means for you, visit [www.fwa.gov.au](http://www.fwa.gov.au) on the net.

### **Delegate Training**

We have had a trainer from the Queensland ETU conduct a Delegate level 2 course on the 26th, 27th and 28th of May which was attended by 17 delegates. If you are a union delegate or wish to be one, training is vitally important. If it's been a few years since you did a delegate course it's good to refresh your knowledge and get an update on the latest IR laws. If you wish to attend training courses please let me know.

### **Health & Safety Rep Training**

The CEPU believes we need trained Health and Safety Representatives at every workplace. HSR's should undergo accredited training as required by the Act. If your workplace doesn't have a trained HSR, if you are a HSR who hasn't received training or you want to become a HSR let us know. SA Unions will be running Safe Work S.A. accredited H.S.R. training on the following dates:

<b>Level 1 H.S.R. course</b>	<b>Level 2 H.S.R. course</b>
27/7/09 - 31/7/09	
24/8/09 - 28/8/09	3/8/09 - 7/8/09
21/9/09 - 25/9/09	14/9/09 - 18/9/09 ( <b>Whyalla</b> )
26/10/09 - 30/10/09	
16/11/09 - 20/11/09	9/11/09 - 13/11/09
23/11/09 - 27/11/09 ( <b>Mt Gambier</b> )	

Yours in Solidarity,

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