



CEPU

## Industry News

Spring 2008

Fellow Union members,

Another year is rapidly coming to an end; hope you've had a good one. This is an update regarding what's been happening lately in the areas I cover in an effort to keep members informed.

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

#### Recently Completed Union Collective Agreements negotiations

**Yalumba Wines** – The Yalumba Wines agreement variation was approved by the AIRC on the 1<sup>st</sup> of December. The transitional agreement includes annual pay increases of **5%**, **5%** and **4.5%**.

The deal also included an increase to the leading hands allowance, employees' wine quota and a 'Services Allowance' of \$30 a week (all purpose) applicable to trades employees.

**ASC Warships 'Greenfields' agreement** – ASC recently revised the rates of pay in line with the combined unions claims and the agreement has been ratified by the three unions (CEPU, AWU & AMWU).

This agreement expires on the 14<sup>th</sup> of December 2010. The shipyard is currently being built and tenders are being sought for construction of the modules that will be assembled at Osborne. We do not expect to have members working there in any numbers until the end of this agreement or the start of the next one.

**S.A. Brewing (Lion Nathan)** – After five months of negotiations union members have formally accepted the company offer of **4.5%**, **4%** and **4%** with the safeguard of 4% or CPI (whichever the greater) in year two and three. The electricians will be paid an extra 2% on top of the first increase for changing from a percentage based shift allowance to an annual fixed allowance.

## Enterprise Agreements Currently Under negotiation

**OneSteel** – OneSteel employees accepted the final national wages offer at recent combined unions' mass meetings in Whyalla and the Iron Duke Mine. The offer is **14%** for a three year agreement or **15%** if the C.P.I. is greater than 4.5% in the last two years. We didn't achieve our claim of 18% but the majority view was that in the current economic environment it is not the time to pursue an industrial campaign to improve the offer. OneSteel have reduced overtime and are seeking to reduce employee numbers by 153 through natural attrition.

The proposed agreement was rejected at the mass meetings on the basis that the dispute resolution clause did not provide for arbitration unless the company agreed. Further negotiation between the Unions and One Steel resulted in the company conceding its position regarding this clause and we were able to go forward with a ballot which closes on the 15<sup>th</sup> of December.

The new Trades Model classification system has been agreed to by the company and the CEPU and AMWU. We will be holding meetings in the New Year to present the model to members for their endorsement to implement the new system.

**Sky City Casino** – Negotiations between the CEPU, LHMU and SkyCity Casino are ongoing. The HR manager we have been dealing with has recently left the casino which has delayed the process, but we have recently met with management to get things moving again.

**Adelaide Hilton International Hotel** – Negotiations ongoing and have been since December 2006! We are currently waiting for a new wage offer from the company based on a transitional variation and extension agreement.

**Nyrstar Port Pirie Smelter** – Negotiations between the CEPU, AWU, AMWU, CFMEU and Nyrstar for a new UCA are nearly concluded. We will be meeting members before Christmas to get feedback. A review of the classification structure will happen over the first 12 months of the new agreement.

**Coca-Cola Amatil** – Coca-Cola have proposed a one off up front payment in lieu of annual pay increases. They want changes to hours of work to enable a 24/7 operation and the removal of the current RDO provisions. Coca-Cola want increased ability to use outside labour hire and to terminate directly hired casuals. The CEPU, LHMU and AMWU want to protect our conditions of employment and achieve reasonable pay increases.

The Unions have been negotiating on the basis of achieving agreement to vary and extend the current EBA. The company informed us at the last meeting on the 15<sup>th</sup> of October they will be seeking third party intervention from the AIRC. We are still waiting to hear back from them.

**Coca Cola Equipment Services** – Negotiations are proceeding; we have been delayed by a new HR manager joining the company who is responsible for negotiating the equipment services division agreement. We recently held a mass meeting to discuss an offer by the company. This was rejected and we are pursuing an improved outcome.

**Hendon Semiconductors** – The main issue in the negotiations with Hendon Semi is RDO's. The company want to remove the RDO provisions enjoyed by employees and our members want to retain them. The company have also sought to remove the income protection scheme that currently protects our members if they suffer extended illness or injury. We are negotiating toward a variation and extension of the current agreement which will require endorsement from our members before it can be approved by the AIRC.

**Penrice Soda** – Negotiations between the company, the CEPU, AMWU, AWU and CFMEU are continuing toward a transitional agreement. Our members at Penrice Soda are dual trade Electrician/Instrumentation and we are seeking a wage outcome that reflects their high skill level.

**BSTG** – Negotiations with BSTG have recently begun. Unfortunately as with all automotive components manufacturers BSTG is suffering from a decline in automotive manufacturing volumes. We are involved in negotiations with the company on protecting our members from the impacts of reduced demand from GMH Holden, Ford and Toyota.

**ASC** – Initial negotiations toward the ASC 2009 UCA are to begin shortly. We have held meetings with delegates and members to develop a log of claims which will be served on the company in the New Year. ASC which is currently government owned is expected to be sold sometime next year.

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

## **Delegate Training**

The dates for the first of next years CEPU delegate training have been booked. We will be running the **Delegate level 1** course on the **24th, 25th and 26th of March** and the **Delegate level 2** course on the **26th, 27th and 28th of May**.

If you are a union delegate or wish to be one this is vital training. If it's been a few years since you did a delegate course it's a good refresher and update on the latest IR laws.

If you wish to attend either of these courses please let me know as soon as you can.

## Health & Safety Rep Training

The CEPU believes we need trained Health and Safety Representatives at every workplace where we have members. HSR's have a vital role in ensuring health, safety and welfare at work. They have rights and responsibilities under the OHS&W Act and 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:

Level 1 H.S.R. course	Level 2 H.S.R. course
9/2/09 – 13/2/09	16/2/09 – 20/2/09
23/2/09 – 27/2/09 (Pt Augusta)	23/3/09 – 27/3/09
16/3/09 – 20/3/09	27/4/09 – 1/5/09 (Pt Augusta)
23/3/09 – 27/3/09 (Pt Lincoln)	22/6/09 – 26/6/09
20/4/09 – 24/4/09	
25/5/09 – 29/5/09	
29/6/09 – 3/7/09	

**Wishing you and your family a safe and happy Christmas,  
See you in the New Year.**

Yours in Solidarity,

John Adley

Organiser

CEPU

Electrical, Energy and Services Division – S.A. branch

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