



CEPU

## Industry News

Winter 2008

Fellow Union members,

This is an update regarding what's been happening lately in the areas I cover. 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 the CEPU a call.

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

#### Recently Completed Union Collective Agreements negotiations

**Yalumba Wines** – Negotiations with Yalumba Wines have resulted in CEPU members accepting an offer of a transitional variation and extension agreement (rollover) with annual pay increases of 5%, 5% and 4.5%. The annual increases are reasonable but the starting base trade wage rate is low compared to wages being paid at other wineries and wages paid in other industry sectors.

The CEPU negotiated a 'Services Allowance' of \$30 a week (all purpose) applicable only to trades employees.

The deal also included an increase to the leading hands allowance and employees' wine quota.

**Cheetham Salt** – Negotiations between the CEPU, AWU and the company resulted in 5% a year pay increases (backdated to the 1<sup>st</sup> of July) for a new two year agreement. A 1% increase to company superannuation contributions was also gained.

**Fosters Winery Nurioopta** – Negotiations with Fosters was not helped by the fact the company announced a \$700 million write down of assets half way through. With this in mind and the fact that parts of the Nurioopta site are being sold off, one of the main concerns CEPU member's had was protecting their redundancy provisions. We negotiated pay increases 4% a year for a three year 'rollover' agreement plus choice of super fund; Two days paid paternity leave and an increase to the electrical licence allowance.

**Adelaide Brighton Cement Birkenhead** – CEPU official Simon Pisoni represented the CEPU members recently during negotiations with ABC which concluded with a unanimous ‘yes’ vote. Both management and employees were keen to put the confrontational process of the previous EBA negotiations behind them. The approach to this round of discussions was positive and productive. Improved concessions were gained for Electricians working on shift relief. Improved (unlimited) sick leave provisions are now in place for everyone. A wage increase of **4.5%** per year over 3 years was agreed, backdated from the 4<sup>th</sup> of September, the day of the vote (even though the current agreement expires in October). There is a system of annualised salary at ABC where employees and management reach agreement on “committed hours” of overtime over a 12 month period. This averages out weekly wages and contributes to a larger superannuation benefit. Employees agreed to the companies request to change the compulsory percentage of committed hours worked from 80% to 90%. This did not affect CEPU members as they all work between 95% to 100% of their committed hours anyway.

#### Enterprise Agreements Currently Under negotiation

**Sky City Casino** – Negotiations between the CEPU, LHMU and SkyCity Casino are ongoing.

**Adelaide Hilton International Hotel** – Negotiations ongoing and have been since December 2006! The company are obviously in not concerned about developing a new agreement and have continued to pay minor wage increases although the last agreement nominally expired on the 1<sup>st</sup> of February 2006.

**ASC Warships ‘Greenfields’ agreement** – Negotiations between the CEPU, the AMWU, the AWU and ASC toward an greenfields agreement covering the Air Warfare Destroyer project at Osborne are at a stalemate. The outstanding issue being the pay rates, we are waiting for a better offer from ASC before we can sign the deal.

Being a ‘greenfields’ agreement we don’t have any members employed under the agreement as yet, but we can’t accept below standard wage rates for future employees who may be CEPU members.

**S.A. Brewing (Lion Nathan)** – After five months of negotiations members have accepted in principle 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 trades employees will be paid an extra 2% on top of the first increase as compensation to move from a percentage based shift allowance to an annual allowance of \$11,000 or \$12,500 dependant on the shift pattern worked.

The agreement includes an option for employees to ‘opt out’ of the UCA wage increases on an annual basis and go onto a salary matrix which

provides pay increases of 0% to 10% dependant on meeting performance targets. This is a system that the company proposed for all employees in its first offer along with an annual flexible 'bank of hours' system.

**Nyrstar Port Pirie Smelter** – Negotiations between the CEPU, AWU, AMWU, CFMEU and Nyrstar for a new UCA and classification structure are continuing.

As you may have heard in the media, Nyrstar are conducting a feasibility study into moving its zinc production from Pt. Pirie to Hobart. This would cause around 100 redundancies at the Pt. Pirie smelter if it goes ahead. Most of those redundancies would be from the production area and our members in maintenance should not be significantly affected. There would clearly be a negative impact on Port Pirie as a regional centre if this proposal goes ahead.

**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 have recently informed us this is no longer possible because they will not agree and therefore we will need to do a 'Work Choices' compliant agreement. This will mean protected industrial action is possible. Negotiations continue.

**Coca Cola Equipment Services** – An initial meeting of members and a discussion with the company has occurred. We are awaiting further meeting dates for negotiations with the company.

**OneSteel** – OneSteel has made a 'final offer' on wages on a national basis; the offer being 14% over a three year agreement. The combined unions claim was for 18%. The Unions will be holding meetings at the Whyalla steelworks and the Iron Duke Mine site soon to see if this offer is acceptable to our members.

**Hendon Semiconductors** – The first negotiation meeting between the company the CEPU and delegates is set to take place next week.

**Penrice Soda** – Initial discussions with company representatives and a meeting with CEPU members have taken place. The first negotiation meeting between the company, the CEPU, AMWU, AWU and CMFEU resulted in the Unions requesting clarification on whether the company intend to do a variation and extension agreement under the transitional IR legislation or a 'Work Choices' agreement. We are awaiting the company's response before progressing with negotiations.

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

## **Delegate Training**

A CEPU delegate Level 1 training course was held on the 29<sup>th</sup>, 30<sup>th</sup> and 31<sup>st</sup> of July. We had an excellent attendance from a wide range of industries. Twenty delegates completed the course and are now better able to represent our members at the workplace.

We will be running CEPU delegate level 1 and level 2 courses in 2009. If you are a delegate, or interested in becoming one this is vital training. We need to know numbers and set dates for courses so Contact me to register your interest in attending.

## **Health & Safety Rep project**

The CEPU wants to have 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.

Yours in Solidarity,

**John Adley**

Organiser

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