



# POWER WORKERS

## South Australia

The Official Email Newsletter of the [old ETSA] Power Industry Sub Committee [PISC].  
Work and Welfare Related Issues for all Power Workers in South Australia

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**BOB DONNELLY.**  
Assistant Secretary –  
CEPU Electrical  
Division, 312 South  
Road, Richmond, SA.  
5033

**PH:** 08 8234 2130  
**Fax:** 08 8352 1711  
**M:** 0418814705

**E-mail:**  
[bob.donnelly@bigpond.com](mailto:bob.donnelly@bigpond.com)

### COLLECTIVE AGREEMENTS 2010

#### Flinders Power (Leigh Creek / Port Augusta)

The Flinders Power Agreements reach their nominal expiry dates on 1<sup>st</sup> of August 2010.

The first meeting to renegotiate these agreements is planned for February the 9<sup>th</sup> (Leigh Creek) and February 10<sup>th</sup> for (Port Augusta).

During the last negotiations the Trade and General Skilled CEPU & AMWU Members won a separate agreement for Trades and GSW employees. Flinders Power Management have informed the Unions (AMWU & CEPU) that a Trades and GSW Agreement will not be in the 2010 negotiations.

The CEPU has responded back to Flinders Power Management very strongly that we will not accept that and that CEPU Members will fight very hard for their rights for a separate Trades and GSW Agreement.

Meetings of CEPU Members will agree on the Log of Claims in early February 2010

**This Company does not have a 36 hour week or even a 9 day fortnight operating for our members.**

Contractors on site including Group Training Apprentices work under less favourable conditions than the permanent employees. We will fix this in the next agreement; the wording will have to be very clear as this company seems to interpret all wording to be less favourable to the employees if they can.

#### AGL Torrens Island

The Torrens Island Agreement reaches its nominal expiry date on the 1<sup>st</sup> of July 2010.

No dates have been arranged to commence negotiations.

Meetings of CEPU Members will agree on the Log of Claims in early 2010

**This company has a 36 hour week for all of our Members.**

#### ElectraNet

The ElectraNet Agreement reaches its nominal expiry date on the 1<sup>st</sup> of August 2010.

No dates have been arranged to commence negotiations.

Meetings of CEPU Members will agree on the Log of Claims in early 2010

**This company does not have a 36 hour week for our Members.**

## **COLLECTIVE AGREEMENTS 2010 continued**

### **ETSA Utilities**

The ETSA Utilities Agreement reaches its nominal expiry date on the 1<sup>st</sup> January 2011.

A log of Claims will be developed in the second half of 2010 through Membership Meetings and surveys.

**This company only has a 36 hour week for Wages Members. (Salaried Members still work a 37.5 hour week).** (The CEPU will conduct surveys for CEPU Salaried Members in 2010 and if the majority of Members want the 36 hour week it will become one of the most important issues to be won. It was offered during the last agreement but only the CEPU supported it 100% so it was lost. This time we will try to convince the other Salaried Unions of the benefits of the 36 hour week but if we can not we will pursue the implementation of it by ourselves. If you are a Salaried Member ask a Wages Member the benefits of a 36 Hour week.)

Superannuation is still unfinished business; we fixed the EISS Div 2 & Div 4 Ceiling issues for Members aged 60 – 65 in the last negotiations now we must fix it for the over 65's and under 60's so the ceiling issue in the Div 2 & Div 4 Schemes is fixed for all our Members.

### **ETSA Utilities National Competency Assessments (Connect Assess)**

The final chapter for the involvement of Connect Assess conducting National Competency Workplace Audits for CEPU Wages Members is now complete, that being ETSA Utilities has paid the Connect Assess account. The problem is no Certificates of Attainments will be given to the Wages Members, Connect Assess is ready to distribute them but ETSA Utilities has refused to initiate the process. Makes you wonder when ETSA Utilities at the various meetings around the State informed employees that at the end of the process they would get the Certificates of Attainment; but now ETSA Utilities refuses to initiate the distribution of them from Connect Assess.

Makes you wonder, they pay the bill but refuse the distribution of the National Competency Certificates of Attainments as promised.

Another ETSA Utilities wasted exercise?

### **ETSA Utilities Apprentice Awards**

The CEPU has corresponded to ETSA Utilities and offered to sponsor 4 CEPU Awards for the Apprentice Awards in 2010 in the same manner as we did in 2009. (The Awards are a \$250 cheque for an Apprentice in each year).

At this point in time ETSA Utilities has not responded back to the CEPU.

The CEPU Awards in 2009 were a great success.

CEPU Members nominate the Apprentices and CEPU Members select the winner for each year.

We await ETSA Utilities response to the CEPU offer.

## Next Power Industry Meeting

The next Power Industry Meeting will be held at the CEPU Office on Tuesday the 2<sup>nd</sup> of March at the CEPU Office at 4.30 pm

## ETSA Utilities Wages Classification Structure Review (WCSR)

Over two years hard work by ETSA Utilities and the CEPU went into this process but unfortunately the CEPU could not reach agreement with ETSA Utilities so the review was unsuccessful.

**Wages Employees at ETSA Utilities must have a new classification structure to match the changing times. ETSA Utilities agrees that the current classification structure has passed its use by date.**

The CEPU is willing to commence negotiations again on a new structure immediately, but at this point in time it appears ETSA Utilities is not interested.

The CEPU will pursue the commencement of negotiations in 2010 and our aim will be to get agreement on a fair classification structure not a one sided offer which was the final result of the last ETSA Utilities offer.

The major failings of the last offer which the CEPU rejected were:

- 10% of CEPU Members would have received no increase in their Base rate of pay.
- The structure was too condensed; For example the relativity issue between TSW/P 4A and TSW/P 5 was made worse by the new proposed structure.
- Relativities between Wages positions and Salaried positions were not acceptable (e.g. TSW 8 Powerline)
- Leadership relativities were not recognised above Crew Leaders.
- The so called broad banded Powerline Band "C" was not acceptable (Minimal number (6 TSW) plus a payment of only \$10 per week)
- Not enough safeguards to protect CEPU Members. (for example: right now the Indicative Tasks need agreement by the CEPU and ETSA Utilities to change or add to them, with the new structure ETSA Utilities could change the Job Description when they pleased therefore safeguards to protect CEPU Members are very important.)
- Not enough time to check the moderation exercise.
- Not all Job Descriptions were completed.

ETSA Utilities also tried to include a clause that stated that Wages employees during a Major Incident would ensure their availability, come to work as requested and could not refuse. (ETSA Utilities reluctantly withdrew this clause during the final negotiations)

The CEPU could not agree on a new structure that would disadvantage the majority of CEPU Members immediately and in the future.

So the CEPU will continue to ask ETSA Utilities to recommence negotiations for a fair not a one sided classification structure.

*ETSA Utilities say they are an equal opportunity employer now is the time for them to prove it by recommencing negotiations (Words can be cheap)*