

## EB NEGOTIATIONS – THE STATE OF PLAY

14 December 2011

<b>MATTERS SUBJECT TO CONCILIATION IN FWA</b>	
<ul style="list-style-type: none"> <li>• <b>Wages:</b> 3.5% wage increase offer by Energex is subject to agreement being reached on Energex’s proposed productivity initiatives. Under the Government’s wages policy for GOCs, the wage offer is comprised of a 2.5% wage increase, plus 1% wage increase tied to productivity measures and .5% ‘off-wages’ component. Union want the ‘off-wages’ component to be applied to EDSD allowance/payment. Unions are also continuing to seek back pay to the nominal expiry date of the previous Agreement and increases to some loadings and allowances that Energex say they cannot agree to due to the government’s wages policy including on-call and EIC allowances and SSA loadings.</li> <li>• <b>Duration of the Agreement:</b> Energex are maintaining that the Agreement will be effective for three years from the 1st day of the month in which “in-principle” agreement is reached. The unions are seeking a three year Agreement from the nominal expiry date of the current Agreement.</li> <li>• <b>Authorisation and access, and use of contractors:</b> Energex are continuing to seek the ability to use contractors to perform high voltage switching on Energex’s assets as one of their productivity initiatives.</li> </ul>	
<b>OTHER OUTSTANDING SBU ISSUES</b>	
<p><b>Overpayments:</b> Energex to come back with new clause.</p> <p><b>Underpayments:</b> Overtime and penalties to be paid in off-week cycle</p> <p><b>Grievance and dispute settlement</b></p> <p><b>Redeployment:</b> An employee to participate in ETP for 12 months from date of notification and for an additional 12 months they will not unreasonably refuse a position at level. Develop the ETP in consultation with Energex</p> <p><b>Superannuation – income protection plus DC/DB equity:</b> Energex to respond</p>	<p><b>Apprentices :</b> Maintain status quo</p> <p><b>Funeral benefits :</b> Increase sought \$10000</p> <p><b>Overtime meal allowance – administrative correction:</b> called in more than 1 hour before start time the overtime meal allowance and crib break applies</p> <p><b>Control Centre:</b> Introduction of a trial only of the combination of 8/12 hour shifts</p> <p><b>Annualised Agreement for Trouble Call Team and Information Officers:</b> As per previous discussions</p> <p><b>RPEQ:</b> \$3000 annual all purpose allowance</p>

**YOUR ENTERPRISE AGREEMENT – YOUR SAY**

