

## **AUSGRID / ENDEAVOUR ENERGY NEGOTIATION FACTS:**

Ausgrid and Endeavour Energy began enterprise agreement (EA) negotiations with employees last September and made conditional offers in November which were rejected by delegates in December 2014.

Both EAs expired in December, which allowed employees to apply for a vote on protected action.

Ausgrid put a wages offer of between 0 per cent and 2.5 per cent in return for significant trade-offs including cuts to the Electrical Licence Allowance, cuts to long service leave, reduction to overtime, call out and travel time payments and removal of salary maintenance provisions.

An additional offer of 0.4 per cent was made in return for further deep cuts to a range of other allowances and superannuation payments.

A similar offer was made by Endeavour Energy.

The trade-offs required by the two company's amount to more than the wage offer, which is conditional on a number of unknowns and could be 0 per cent.

Acceptance of the company's offer would result in a significant loss to employees in real terms even if the full wage offer was confirmed.

The combined unions claim includes improved job security provisions, no trade off of conditions and a 4 per cent pay increase.

Ausgrid has flagged 2,400 job losses and Endeavour Energy has flagged 700 job losses which are predicted to take place shortly after the state election in March.

The week before Christmas Ausgrid and Endeavour Energy told 181 fourth year apprentices that they either no longer have a job or that they will be placed on a fixed term six month contract.

A standard application was made to Fair Work Australia for a protected action ballot.

The approved ballot, conducted by the Australian Electoral Commission, asked employees whether they endorsed a range of industrial action ranging from stoppages to work bans on overtime, standby, callouts, afternoon shift, project work, the issuing of permits, testing (provided this does not affect public health and safety), training agency staff, performing work outside normal work areas, on the job training, participation in competency programs, use of technology such as mobile phones and tablets after hours, communication with contractors, use of computers or tablets, and starting on job sites.

In order for protected action to commence the ballot was required to have a return of at least 50 per cent of affected employees, with at least 50 per cent supporting taking action.

The FWC requires that notice of any industrial action be provided seven days prior to commencing.