



# NOTICE TO MEMBERS

2 July 2019

## **ETU will lodge dispute over Essential Energy redundancies. We advise members not to attend any related interview.**

Dear Essential Energy member,

The ETU condemns Essential Energy management for its brutal and inept handling of today's redundancy announcement.

We strongly advise our members not to attend any redundancy-related interview with management until further notice.

The union will lodge a dispute in the Fair Work Commission on Wednesday and is actively considering a range of further legal, industrial and political actions.

At the core of this dispute is the company's utter failure to consult with employees or with the ETU as the recognised employee representative.

This puts Essential Energy in breach of EBA clauses which require the company to consult on changes, to discuss with employees the impact of changes, and to include measures to mitigate the adverse effects of changes on employees.

We note that Ausgrid management has taken a markedly better path in current redundancy discussions – including offering Voluntary Redundancies, genuine ongoing consultation with the ETU and exploring all options to minimise job losses.

The document 'Employee Consult Pack' presented by Essential Energy today outlines a process that can only cause maximum stress to the maximum number of employees.

I am particularly concerned by the compressed time frame allowed for the redundancies. This will exert great pressure on all staff – not just those targeted for redundancy but their team members and depot colleagues.

The company has failed in its duty to consider employee welfare. Management must wear full responsibility for any consequences of this complete lack of fundamental human care.

The 'Merit Selection' step outlined in the document notably fails to offer any objective or measurable criteria to fairly govern the redundancy process.

On the same day that Essential began informing some employees they are to be made redundant, the company announced an extra labour hire position for at least six months at Port Macquarie.

**ETU NSW & ACT FIGHTING FOR MEMBERS**

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We call on management to pull back from this ham-fisted approach and open genuine consultation with workers and their union, including consideration of realistic alternatives to job cuts.

I will be speaking to our Essential Energy delegates shortly in more detail about the ETU's response to today's events.

In the meantime, I offer all our members at Essential the full support of the union and our resources.

If you have been targeted, or want to further discuss today's announcement, please contact any of our organisers.

You can also contact Matt McCann, our Essential Energy Co-Ordinator, on 0416 236 646 or [matt.mccann@etunsw.com.au](mailto:matt.mccann@etunsw.com.au)

In unity



**Justin Page**  
Secretary  
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**ETU NSW & ACT FIGHTING FOR MEMBERS**

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