

# Wages Parity Enterprise Bargaining Plumbing, Metal and Building Trades Employees



Government of South Australia  
Department of the Premier  
and Cabinet

**Wednesday, 27 August 2008, at 9.00am  
Level 5, Grenfell Centre**

## Present

Jan Summerton (Public Sector Workforce Division)  
Sarah Nicolle (Public Sector Workforce Division)  
Wilf Deakin (Communications, Electrical, Plumbing Union – Plumbing Division)  
Mark Emmerson (Australian Manufacturing Workers' Union)  
Geoff Day (Construction Forestry Mining Energy Union)  
Joe Szakacs (United Firefighters Union)  
Vanessa Wolf (Department of Health)  
Anthony Arbon (DTEI)  
Joe Cappella (DFEEST)

## Apologies

Frank Mateos (Australian Workers' Union)

## Meeting Opened at 9.15am

### **1. Welcome**

Ms Jan Summerton, Principal Industrial Relations Adviser, Public Sector Workforce Division (PSWD), welcomed attendees and invited those present to register their attendance.

### **2. Minutes from last SBC Meeting**

Ms Summerton distributed draft Minutes of the last meeting on 5 February 2008. Those Minutes were accepted as an accurate record.

### **3. Reports**

#### Public Sector Workforce Division – Ms Jan Summerton

Ms Summerton advised that there had been extensive without prejudice discussions with the unions, in particular the AMWU, AWU, CEPU and the CFMEU. Those unions presented a new claim on 9 July 2008 which replaced their previous claims and noted that no claim had been received from the UFU.

Ms Summerton advised that the new claim of 9 July 2008 has been considered and on behalf of Government presented an offer for a new agreement by tabling letters of offer to the Unions present, which included the proposed enterprise agreement.

The key elements of the offer were identified by Ms Summerton as follows:

- Agreement to commence from date of approval of the Commission and operate until 31 December 2010;
- Introduction of the all up hourly rates from the first full pay period commencing on or after 31 December 2007 with apprentices to receive the relevant percentage of the all up hourly rate;
- Increases to the hourly rates of 3.5% from the first full pay period commencing on or after 31 December 2008, 2009 and 2010;
- Extension of the Memorandum of Understanding for the life of the Agreement;
- All employees to be paid a minimum of 4 hours at overtime rates (or time off in lieu) when on-call and recalled to work necessitating their attendance at the workplace or worksite;
- Provision of 12 days personal leave for injury and sickness;
- Special leave with pay increased to 15 days from date of approval of the Agreement;
- Introduction of a new building trades structure;
- New team leader allowances for plumbers, building and metal trades employees who are in the highest classification level;
- Reimbursement of plumbers' workers registration, refrigerant and air conditioning mechanics licence and refrigerant handling licence;
- 14 weeks paid maternity and adoption leave commencing from date of approval of the Agreement; and
- Continuation of the salary packaging arrangements and worklife flexibility provisions.

Ms Summerton noted that there are currently work bans in place and in view of the offer made today which met a number of the key issues identified in the unions' claim of 9 July requested the work bans be lifted immediately.

#### Communications, Electrical, Plumbing Union – Plumbing Division – Mr Wilf Deakin

Mr Deakin advised that the "CEPU won't support" the offer and identified the claims which weren't met in the offer including:

- continued payment of the Gas Allowance at Netley;
- continued payment of the Ship Repair Allowance at Morgan;
- an increase in the On-Call Allowance to be consistent with SA Water; and
- no assessment process and classification committee for the new building trades classification.

Mr Deakin stated that the Government was required to adopt the assessment process and classification committee structure in the Federal Building Trades Award as the new building structure had originated from that Award.

### Australian Manufacturing Workers' Union – Mr Mark Emmerson

Mr Emmerson sought clarification on:

- which classification in the metal trades would receive the new team leader allowance and the quantum; and
- why the on-call allowance would not be increased.

Mr Emmerson also noted that although not part of any claim, the sick leave had been increased from 10 days to 12 days, but was disappointed that the other allowances were not part of the offer.

Mr Emmerson advised that he wished to have a caucus with the other unions and this would need to include the AWU who was not present at this meeting.

Mr Emmerson advised that the offer will need to be put to the members and requested that this meeting be a paid meeting. He further advised that at members meetings the AMWU does not recommend to members to reject or accept the offer and leaves it to the members to decide.

### Construction Forestry Mining Energy Union – Mr Geoff Day

Mr Day sought clarification on the assessment process for the new building trades structure and if it was proposed that this be done "in house".

### United Firefighters' Union - Mr Joe Szakacs

Mr Szakacs advised that the UFU needed to consider the offer and would support his colleagues if the offer did not meet the needs of their members at other worksites.

### Public Sector Workforce Division – Ms Jan Summerton

Ms Summerton provided the following information in response the queries regarding the offer:

- On-call allowances - SA Water rates were increased having regard to the rates paid by United Water. Public sector on-call rates are not linked to United Water on-call rates. The on-call allowances proposed were consistent with those paid to employees covered by the salaried and weekly paid wages parity agreements and police offers, which is a group of approximately 47,000 employees. An increase to the on-call allowances for this group had significant risk of flow on to these other employees.
- Building trades assessment process and classification committee - The Government Building Trades Award does not have a clause providing for a nexus with the Federal Building Trades Award which contains an assessment process and classification committee structure. The proposed agreement includes the work level definitions and agencies will be responsible for the assessment and classification process.

- Team leader payments - Confirmed that there were two employees at the M3 classification level in the Electrical Assets Section in DTEI who would be entitled to the new payment of \$31.50 per week. These employees were currently being paid approximately \$12 per week.
- Sick leave increased to 12 days would provide consistency with building trades and plumbers covered by the Weekly Paid Wages Parity Enterprise Agreement. Some metal trades employees are already receiving 12 days sick leave if they work in a hospital. The offer would result in all employees receiving the same entitlement.

Ms Summerton also advised that a request for a paid stop working meeting for members would be supported if the unions advised that they would be recommending to their members to accept the offer.

## **5. Next SBC Meeting**

Ms Summerton sought the timeframes for a formal response from the Unions to the offer.

Mr Emmerson advised that the unions would get back to Ms Summerton as they needed to report the offer to their people.

## **6. Close**

Ms Summerton closed the meeting at 9.50am.