

AUSGRID ENTERPRISE AGREEMENT – OFFER 28 November 2012

Enterprise Agreement 2012 – CORE OFFER –

Our “core” offer recognises that long service leave and superannuation costs will increase by \$12.6M over two years without any increase in award wages. These additional costs must be offset in any offer to increase award wages.

- A two year agreement with increases of 2.5% pa in award wages.
- A revised agreement including:
 - Introduction of the model FWA consultation clause
 - Removal of current clause 7 regarding outsourcing and contracting out.
 - Modifications to superannuation clauses to cap employer contributions to 15% or current nominal employer contribution rate for the defined benefit fund.
 - A disputes resolution clause operating with Fair Work Australia.
- Review of Local Workplace Flexibility Agreements and aligning with the principles of the *Fair Work Act*.
- Subject to the approval of union delegates by 18 December and subsequent approval by a vote of employees, the new agreement would fully operate from 19 December 2012 otherwise the effective date of a new agreement will be the date of certification by Fair Work Australia.

Enterprise Agreement 2012 – SUPPLEMENTARY OFFER –

Our supplementary offer would allow an award wage increase of **up to 3% pa** subject to agreement to introduce efficiency reforms.

- A two year agreement with increases of **up to 3.0% pa** in award wages (including “core offer”) subject to agreement of the following:
 - Introduction of “flying squads” for out of normal hours incident management and introduction of planned evening/night shifts.
 - ESRA allowance frozen and paid as a fixed allowance and not as an all purpose allowance.
 - Freeze and set as flat (not all purpose) the following allowances - Electrical Supervisor Allowance, NPER Allowance for Engineers and Engineering Officers and Plumbing Supervisor Allowance.
 - Review the eligibility for payment of the Electrical Supervisor Allowance
 - Eliminate the following allowances - Skills Retention Allowance under Professional Managers & Specialises Agreement, Ex Orion Tool Allowance.
 - Medical Certificate or Statutory Declaration required for all absences except for the first two single days in a 12 month period.
 - Set new employees rate of accrual of sick leave and long service leave in accordance with the Fair Work Act.
 - Reduce travel time payment from 1.25 hourly rate to 1.00 hourly rate.
 - Amend shift worker leave accruals to 36 hours per week.

Ausgrid Enterprise Agreement 2012

OBJECTIVES

- We are committed to maintaining a safe and reliable electricity distribution network.
- We want to provide fair wages outcomes and deliver sustainable jobs for our employees.
- We will contain future network price increases at or below CPI for our customers.