



A message from

Customer Network Solutions

19/2024

Protected Industrial Action (PIA) - Update

21 June 2024

We wanted to provide an update on the ongoing protected industrial action (PIA) underway by the Electrical Trades Union (ETU) impacting Endeavour Energy's operations.

The ETU has been taking protected industrial action since 1 February 2024, including work bans, such as refusing to switch and using or unlocking devices or locking systems. This means requests for planned outages and electricity network maintenance are repeatedly cancelled, and often with only 15-30 minutes notice. This is incurring significant financial losses for accredited service providers, developers, and the businesses they are working for, and in some cases, risking their business survival.

These actions are also affecting the welfare of many people in the industry. The uncertainty of work combined with financial impacts has resulted in some qualified and highly experienced trades people leaving the industry.

The PIA is being taken by the ETU over the pay and conditions being offered for an Endeavour Energy enterprise agreement. Endeavour Energy deeply values our workforce and has always been committed to providing a safe, productive workplace that recognises the contribution our people make to our operations. Our employees already enjoy fair wages and generous conditions including unlimited sick leave, 16.5% superannuation, 6 months parental leave, extensive long service leave and generous redundancy entitlements. We have not proposed trade-offs to these conditions and our offer only adds to the generous entitlements our employees already enjoy.

We have been working closely with the unions since October 2023 to try to reach agreement and have offered a \$1000 upfront payment, an 11.5% pay rise over three years – 5.25% from the “yes” vote, 3.25% in 2025 and 3% in 2026, or matched by a CPI safety net in 2025 and 2026—whichever is higher. This is in addition to safeguarding a range of existing provisions and offering new conditions such as increasing standby allowances and conditions for out of hours emergency response and moving apprentices to adult rates when they turn 21 years.

The ETU is demanding a wage increase of 24 per cent over three years, or 8 per cent each year to 2026, with no improved services or productivity gains to offset the cost of their claims, together with many other claims in addition to the wage increases. The cost of meeting the unions wage claim would ultimately be paid by 1.2 million electricity customers, already under pressure from rising cost of living, and result in industry job losses.

We respect the union's action to have their voice heard; however, this protected industrial action is significantly impacting our sector, with costs and delays continuing to escalate. We also know that small businesses and contractors are reporting that cancellations of planned outages due to the protected industrial action is costing them upwards of \$15,000 per cancellation, and some have paused necessary work for the duration of PIA to stem losses. Endeavour has requested the ETU pause PIA several times to minimise the impact on customers, but they have declined.

We are working hard to manage and minimise the impact on customers, ASPs, and developers where we can, including seeking the assistance of the Fair Work Commission to mediate the bargaining dispute. We are disappointed to report that the ETU and Professionals Australia have now twice refused to participate in the dispute resolution process through the Fair Work Commission. This process is designed to assist the parties through an independent umpire to try and reach an agreement.

We sincerely apologise for the ongoing impact the PIA is having on our customers. Please contact your Customer Network Solutions representative to discuss any project impacts and we will continue to do our best to assist.

Kind regards,

Customer Network Solutions