



12/3/2009

Mr Michael Bullen
Lvl 4, 2-6 Station Street
Penrith NSW 2750

By email

Dear Mr Bullen,

RE: Outcomes of recent union meeting

As you are aware union members met on Wednesday to discuss the ongoing issue of our unresolved Award negotiations and the proposal by SCA to restructure the organisation.

Members are particularly concerned that the Award remains unresolved despite the negotiating team and SCA management reaching in principle agreement last November, over three months ago.

Members also raised significant concerns about the proposal to cut almost 20% of staff by 2011. This will have a drastic effect on the workload and operations of the SCA. The planned efficiencies and new technologies have not been specifically identified or proven and the tasks that the SCA will no longer perform have not been outlined. Members feel that significant public health and safety risks will emerge from the cuts to staff numbers.

The motions passed by members are included below. Members have demanded that these issues be resolved within two weeks. A mass meeting will be held at this time should a satisfactory response not be forthcoming.

Please contact Asren Pugh from the ASU on 0408 619265 and Simon Kempton from APESMA on 0413 746434 regarding this matter.

Yours Sincerely,

A handwritten signature in black ink, appearing to read "Sally McManus".

Sally McManus
CC: Kevin McKinley

A handwritten signature in black ink, appearing to read "Simon Kempton".

Simon Kempton

Motions passed by ASU and APESMA members 11/3/09

Motion 1

That this meeting of ASU and APESMA SCA members outright rejects the current proposal to cut up to 20% of positions at the SCA as management have not provided adequate justification for the cuts and they have not identified the tasks that are no longer going to be performed by the SCA or individual workers.

Motion 2

In principle agreement was reached over 3 months ago on a replacement for our expired Award. This is leading to uncertainty and financial stress for all workers at the SCA.

Motion 3

These cuts represent a significant threat to public safety and the safety of our drinking water. The proposed cuts will lead to cuts in frontline services with very few cuts happening at a management level. Accordingly we demand that:

- All staff be retained to protect public health and the safety of our drinking water
- A detailed change management plan, workforce plan and timetable must be provided
- If new technologies or systems have been identified that may provide efficiencies, these should be implemented and proven before the introduction of any change
- Our Award must be resolved, as agreed in November, immediately

If these demands are not met within 2 weeks this meeting authorises the unions leadership to go public about the potential threats to public safety from the proposed job cuts. We authorise our delegates to organise further action, including industrial action. This meeting calls for a second union meeting to be held in 2 weeks to discuss managements and the Governments response and decide on further action.