

ESSENTIAL ENERGY RESTRUCTURE ANNOUNCED – HAVE YOU BEEN CONSULTED?

Your job. Your voice. Your union.

Today, Essential Energy announced another significant restructure within the Operations, People and Safety Division, involving changes to reporting lines, new leadership structures, the movement of business units between divisions, and the departure of a long-serving General Manager.

Firstly, the United Services Union acknowledges the outstanding contribution of Dave Nardi, who is leaving the business after more than 39 years of dedicated service. 🙌 We thank Dave for his commitment to the industry and wish him every success for the future.

However, while the company has announced these organisational changes, our focus is on you – the employees who may be affected. ⚠️

Your Right to Consultation

Whenever an employer makes a definite decision to introduce major workplace change that is likely to have a significant effect on employees, consultation is not optional – it is a requirement under the Enterprise Agreement.

Consultation is not simply informing employees after decisions have been made. Genuine consultation means employees and their Union have the opportunity to:

- ◆ Understand the proposed changes.

- ◆ Be provided with relevant information.
- ◆ Raise concerns and ask questions.
- ◆ Put forward alternatives or measures to reduce any adverse impacts.
- ◆ Have those views genuinely considered before decisions affecting employees are implemented.

If these structural changes affect your work, reporting arrangements, location, duties, workload, career opportunities or job security, you have the right to be consulted. 🗣️

What the USU is Seeking

The United Services Union will be seeking further information from Essential Energy regarding:

-  The full impact of these structural changes on employees.
-  Which positions and workgroups are affected.
-  Whether any positions will change, be removed or created.
-  How consultation obligations under the Enterprise Agreement will be met.

⚡ **What support will be provided to affected employees throughout the transition.**

📢 **What You Can Do**

If your team is affected by today's announcement, contact your Union immediately.

We want to hear from members about:

- ◆ Changes to your role or reporting lines.
- ◆ Increases in workload.
- ◆ Changes to work location or responsibilities.
- ◆ Concerns about consultation.
- ◆ Any information you have received from management.

💪 **Why Your Union Matters**

Periods of organisational change are when Union membership matters most.

The United Services Union works to ensure your voice is heard, your rights are protected, and Essential Energy is held accountable for meeting its obligations under the Enterprise Agreement.

!/? Have questions or concerns? Contact your USU Organiser or Workplace Delegate today.

⚡ **Together We Have the Power. Together We Are Stronger.** ⚡

For more information contact your delegate or USU Organiser

Craig Diebert on 0409 076 633 or cdiebert@usu.org.au

**THE BEST WAY TO PROTECT YOUR RIGHTS IS BY JOINING
YOUR UNION. SCAN THE QR CODE TO JOIN THE USU TODAY!**



SCAN TO JOIN ONLINE

Join today.



1300 136 604



www.usu.org.au/join



facebook.com/UnitedServicesUnion

About you:

First Name:

Surname:

Mobile Number:

Personal Email:

☐ Preferred

Residential Address:

STATE:

POSTCODE:

☐ Woman ☐ Non-binary

D.O.B.

☐ Man ☐ Prefer not to say

D D M M Y Y Y Y

About your job:

Employer Name:

Job Title:

☐ Full time ☐ Part time ☐ Contractor ☐ Casual
☐ Apprentice ☐ Agency ☐ Seasonal

Work Email:

☐ Preferred

Worksite Name:

eg. Head Office, Sydney Depot, Newcastle Branch

Worksite Address:

STATE:

POSTCODE:

* Did someone refer you to the USU? Tell us their name - we'd like to thank them! (include Member ID if known)

Diversity and inclusion in workplaces is important to our union.

We would like to know a bit more about you. Please tick all that apply to you below (optional):

☐ Aboriginal / Torres Strait Islander ☐ LGBTIQ+ ☐ I have a disability / I am neurodivergent
☐ I was born outside of Australia ☐ I speak a language other than English at home:

Payment method: (Choose ONE of the following options)

Earnings per week (pre-tax): ☐ Over \$900 ☐ Under \$900 (you may be eligible for concession rates)

OPTION 1: PAYROLL DEDUCTION (FOR ELIGIBLE EMPLOYERS)

☐ My signature below authorises my employer to deduct my union fees directly from my payroll at each pay period.

Membership contributions are based on your income before tax. View fees and full terms and conditions at: <https://usu.org.au/join-info>

OPTION 2: RECURRING CREDIT CARD PAYMENT

☐ Visa ☐ Mastercard

CARD NUMBER

NAME ON CARD

CARD EXPIRY DATE

OPTION 3: RECURRING DIRECT DEBIT

ACCOUNT NAME

BSB

Account Number

I authorise you, United Services Union (USU) APCA User ID No 062819 to arrange for funds to be debited from my/our account at the financial institution as prescribed through the Bulk Electronic Clearing System (BECS). This authorisation is to remain in force in accordance with the terms described in the Direct Debit Request Service agreement overleaf found on the USU website.

Payment Frequency: ☐ Weekly ☐ Fortnightly ☐ Monthly

First payment date (within 2 weeks): D D M M Y Y

Membership:

U-2026

I apply for membership of the United Services Union

SIGNATURE

☐ I have an existing problem at work and need support

DATE D D M M Y Y

A member may resign membership of the Union by written notice (including signature) addressed and delivered to the United Services Union.

I authorise you, United Services Union (USU) APCA User ID No 062819 to arrange for funds to be debited from my/our account at the financial institution as prescribed through the Bulk Electronic Clearing System (BECS). This authorisation is to remain in force in accordance with the terms described in the Direct Debit Request Service agreement found on the USU website.

Legislation and the USU Rules require applicants for membership to be made aware of certain information. To view that information, please visit <https://usu.org.au/join-info/>

Our Union understands that the information being gathered on this page is sensitive and it is used to help inform you about industrial, social and political campaigns; inform you about your rights at work; improve our service delivery; conduct surveys and research; and to meet our statutory requirements including your eligibility to vote on union elections. All information gathered is managed in accordance with our privacy policy.



RETURN TO :

Email: membership@usu.org.au

Postal: USU, PO Box A1154 Sydney South 1235

Authorised and printed by Graeme Kelly OAM, General Secretary
NSW Local Government, Clerical, Administrative, Energy, Airlines and Utilities Union, Level 7, 321 Pitt St Sydney

Or simply scan the QR code to join online