

Without Prejudice

17 April 2026

Electrical Trades Union (ETU) NSW ACT Branch
Level 5, 370 Pitt Street, Sydney 2000

Attn: Mr Allen Hicks

On behalf of the companies listed below, together with the National Electrical and Communications Association NSW/ACT, we write to seek your support for a proposed wage increase for their employees.

This proposal includes a **5 per cent increase in wage rates effective from 1 May 2026**, along with a one-year extension to the nominal term of the agreements. In addition, the companies propose to **increase travel allowances to help address the rising fuel costs**. The companies will put forward this proposal to their respective workforces to vary their existing single enterprise agreements.

This follows the recent update from the Fair Work Commission, in relation to the competing SIEA applications and the Union decision to seek Single Enterprise Bargaining with some of the companies listed below. We acknowledge that this process is complex and important, but also that it may take some months before a final outcome is reached.

In the meantime, we are conscious that employees' families continue to face increasing cost-of-living pressures and should not be left waiting for improvements to their pay.

The proposal is intended to:

- Provide timely relief to employees and their families experiencing cost-of-living pressures at the petrol bowser and for their groceries
- Ensure employees receive a fair, above CPI and meaningful rate increase while discussions continue for a new agreement.
- Maintain momentum toward a comprehensive agreement that delivers strong outcomes for workers and the broader industry.
- Support ongoing employment and project continuity, helping to provide job stability and certainty for employees and their families.

We believe this approach represents a practical and fair step that prioritises the immediate needs of employees, while allowing sufficient time for all parties to work through the broader issues in good faith.

We hope you will endorse this initiative, which is also endorsed by NECA. We would welcome the opportunity to meet with you and the relevant companies at your earliest convenience to progress this matter.

We also extend the Union an open invitation to come back to the table and explore with the companies any opportunity to progress negotiations.



Mark Stedfut
Executive Director, NECA NSW & ACT



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