

Telstra Enterprise Agreement 2015

Bargaining Bulletin #2

14 May 2012

The second Telstra EA bargaining meeting was held on Thursday 14 May. It was attended by representatives of the three Telstra unions, a number of individual bargaining representatives and of course Telstra itself.

No change to redundancy payouts.

The single most significant item to be dealt with was the continuation of the current 80+ weeks (maximum) redundancy payout, as provided for in the current Telstra Enterprise Agreement.

At the meeting of 12 May, the CWU and other Telstra unions had asked Telstra for an early assurance that they were not seeking to change this entitlement. We did this to give certainty to members and other employees who had received misinformation on this issue.

Telstra has now stated clearly that it is not seeking any change to this payout entitlement in the EA. Your current 80+ weeks' entitlements will continue and be protected by the new agreement.

CWU national officials have issued a statement regarding Telstra's commitment. The statement, together with a letter confirming Telstra's position, can be found at the union's national website at www.cwu.org.au.

No change to existing leave and holiday entitlements.

Telstra also confirmed that it would not be seeking any change to existing leave entitlements (personal leave, annual leave, long service leave) arrangements or to the number of holidays staff are entitled to (i.e. to the extra Telstra day).

Telstra has in fact recently increased the types of leave available to employees by adopting a **domestic violence leave policy** that provides up to 10 days paid leave for those experiencing such problems.

Telstra indicated some months ago that it was willing to include this policy in the new EA. The question of just how this will be done will be discussed at future meetings.

No change proposed to delegates' rights/union training or dispute resolution.

Telstra indicated that it was happy to retain the current EA provisions around union delegates' rights, including training. It also wishes to retain the current dispute resolution clause.

The unions indicated that they might want to reconsider aspects of the dispute clause, especially those relating to implementation by Telstra of changes that were still in dispute. The issue will be considered in more detail at future meetings.

“Housekeeping” issues.

The only other matters discussed were a number of minor changes which Telstra wanted to make to current EA wording - to correct drafting errors, for instance, or to bring wording up to date.

These included:

Superannuation - wording to reflect changes in government policy relating to the superannuation guarantee.

Log-on arrangements and ETT - minor changes to remove repetitions and rectify drafting errors. No change to policy.

The unions have undertaken to respond to Telstra on these changes next week.

Union “logs”.

The unions have indicated that they will be able to present their formal “log” of claims to Telstra next week.

Formalising the log is a way of ensuring that bargaining is reasonably orderly and that major items are not brought to the table at the last minute.

So members who have not already indicated what their priorities are in this round of bargaining should take the opportunity to do so now by contacting their state branch or the CWU national office at cwu@cwu.org.au or by filling out the survey at

<https://www.surveymonkey.com/s/NL6WTTG>

The next bargaining meeting will be held on Tuesday 19 May.