

Telstra Enterprise Agreement 2015

Bargaining Bulletin #12

7 August 2015

CWU and other union officials met with Telstra for the second time this week on Thursday 6 August. As this suggests, we are now moving towards the conclusion of bargaining and the parties have reached agreement on a wide range of issues.

However, as reported in Bulletin #11, there has still not been any final agreement on two major issues – the proposed changes to current redundancy/redeployment procedures and the phasing out of Workstream pay and conditions through closing off these arrangements to all new employees.

Telstra puts out pay offer.

Telstra has now also told its employees that its pay offer is 3% per annum over the 3 years of the proposed agreement.

For Workstream employees this would mean a uniform 3% per annum increase to their fixed remuneration. Further on-off increases of 1% or 2% are available through the individual performance-based bonus system.

Telstra will also offer eligible Workstream employees a \$1500 bonus to reflect achievement of broader company goals.

In the case of Job Family employees there will be a 9% pay pool but individual employees will not, of course, be guaranteed the full 3% per annum increase. Individual pay outcomes will depend on performance.

CWU members should note that Telstra says this offer is part of a total package that it is wanting the unions to support –and to date no agreement has been reached.

Redundancy/reassignment/redeployment

There has been some movement on the issue of redundancy/redeployment but still no final agreement.

The arrangements now being proposed would include the option of a review of a redeployment decision within a 3 to 4 month period after an employee had been reassigned to a new role.

If it was agreed that the redeployment had not been “suitable”, the employee would go back into the redeployment process (the “Placement Period”).

Then either another “suitable” role would be found or the employee would be retrenched.

Discussions of the details of this proposal are ongoing. However, it is clear that Telstra wants to retain the final say as to whether or not an employee would be retrenched i.e. redeployment would no longer be voluntary, as it is now.

Workstream model.

There has been no further movement on the issue of availability of Workstream arrangements to new employees but discussions have continued around the options for employees currently employed on AWAs and ITEAs.

In line with Telstra's objective of phasing out Workstream arrangements altogether over time, it is currently proposed that these employees have only a limited period (12 months) to decide whether they ever want to move off those contracts and come onto the EA. The unions are continuing to explore the

possibility of keeping this option open for the life of the new agreement.

Next bargaining meeting.

The next scheduled bargaining meeting will be held on Thursday 13 August. Between now and then, the CWU will be consulting with members about the content of the proposed new agreement and the pay offer.

Members are encouraged to contact their state branches now so as to be part of these discussions.