

Telstra Enterprise Agreement 2015

Bargaining Bulletin #13

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TELSTRA EA SURVEY – HAVE YOUR SAY

The negotiations for a new Enterprise Agreement in Telstra are nearing conclusion. Agreement has been reached on most matters .. but not on all.

Several key issues for CWU members have not been settled and at this stage it appears that final agreement on them may not be reached. These issues are highlighted in the EA summary below.

Telstra has asked the CWU and other unions to indicate by next week whether they support the EA package as it now stands. That is why the union is now asking its members for their views.

Have your say. Please read the summary and then complete the membership survey at

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

Issue	Current Telstra EA	Proposed Telstra EA
Pay rise -Workstream	3.5% + 3% + 3% Plus superannuation guarantee rises (total 1%)	3% + 3% + 3%
Pay rise – Job Family	Pay pool 3.5%, 3%, 3%. Superannuation guarantee rises	Pay pool 3%
Hours of work	36 3/4	No change
Shifts	10 hours except under 12 hour shift agreement	Extended shifts between 10-12 hours by agreement. Shift loadings apply.
Overtime, penalty rates		No change
Emergency duty	3 hours minimum payment	1 hour minimum payment if work performed at home.
Public holidays	Includes Telstra extra day	No change

Leave		No change to existing leave entitlements. Increase in amount of leave that can be bought out. New entitlement of up to 10 days paid domestic violence leave.
Redundancy payout	80 weeks	80 weeks
Redundancy/redeployment	Redeployment voluntary.	Compulsory redeployment into “suitable” position. (For more information see below.)
AWA reversion to EA	Employees on AWAs which expired prior to Sept 2010 able to come onto the EA any time during its operation.	No change.
Work model arrangements	Choice of Workstream or Job Family for new CFW and TW employees	Workstream phased out. Present employees may remain on Workstream arrangements. All new employees come onto Job Family (see below).

Redundancy and redeployment.

Under the proposed agreement, the choice of redeployment (in the event of redundancy) would no longer be up to you. If your job is made redundant, you will, wherever possible, be redeployed into another “suitable” job.

As a result of discussions, the proposal now

- gives employees the option of asking for a review of their redeployment if they don’t think the job is suitable.
- allows for them to go back into the “placement process” and to be reassigned to another “suitable” job if both the employee and his/her manager agree the current job isn’t suitable
- provides for the issue to be dealt with through the Internal Resolution Process (IRP) if such agreement isn’t reached.
- limits the number of unsuccessful placements to 2.

The current proposal reflects in part the Telstra unions’ attempts to build safeguards into the process Telstra has proposed.

The bottom line though is that you would no longer have the choice as to whether to accept redeployment or take a package. That decision would be made by Telstra.

Work Model arrangements.

Under the proposed agreement, no new employees coming into Telstra would be able to come onto the Workstream arrangements.

At present, employees coming into CFW and TW roles may choose whether to go into the Workstream or the Job Family. In future, all new employees would go into the Job Family.

The Job Family model gives Telstra much greater say in how much an employee, as an individual, gets paid. A much greater part of that pay is based on performance. Some conditions, such as higher duties allowance, are also better for Workstream employees than they are for those on the Job Family.

The change Telstra wants would not immediately affect current Workstream employees.

Over time, though, it would mean that Workstream employees would become a very small proportion of the Telstra workforce. Once that happened it would be easier for Telstra to get rid of the Workstream pay system and job conditions altogether.

Complete the survey now at
[https://www.surveymonkey.com/s/
TelstraEAHaveYourSay](https://www.surveymonkey.com/s/TelstraEAHaveYourSay).