

## Telstra Enterprise Agreement 2015

### Bargaining Bulletin #14

26 August 2015

The most recent bargaining meeting for a new Enterprise Agreement (EA) in Telstra was held on Tuesday 26 August.

Its chief purpose was to provide the CWU and other Telstra unions with an opportunity to advise Telstra of the results of membership consultations that the unions have held over the last week.

**All three unions involved in bargaining – the CWU, the CPSU and Professionals Australia – reported that, on the basis of membership feedback, they could not recommend the agreement to their members as it currently stands.**

#### What are the issues?

The issues standing in the way of agreement differ to some degree depending on the unions' membership areas.

For the CWU, the three major problem areas of the proposed EA are:

- Changes to the redundancy/redeployment processes. Basically, these would make redeployment compulsory unless Telstra agrees to retrenchment. Employees would no longer be more or less automatically entitled to a payout if their job was made redundant, as they are now.

- Phasing out of the Workstream model by forcing all new employees onto Telstra's preferred Job Family model where pay is tied almost entirely to individual performance. Over time Workstream arrangements would disappear, giving Telstra much greater control over pay and conditions throughout the whole company.

Most CWU members are currently employed on the Workstream model.

- Changes to emergency duty which will allow Telstra to pay a minimum of one hour, rather than three hours, when emergency duty is performed from home.

#### Performance pay

For the other Telstra unions, Telstra's full-blown performance pay system – the Job Family - remains a major issue. These two unions have a larger number of their members on the Job Family model than the CWU.

Job Family employees tell their unions that they find the pay system unpredictable and unfair.

Many are concerned that the "pay pool" system, which allocates a set pool of money according to performance, will mean they only get a 1.5% pay rise, not 3% like those on Workstream.

The CWU has also conveyed similar concerns that its members have about the performance pay elements of the Workstream model but there are no significant changes to either model in the proposed EA.

**What next?**

Telstra has responded to the unions by saying it will now conduct a survey of its own.

Basically Telstra is asking its employees what value they put on their current right to take a redundancy package if they don't want to be redeployed.

Employees will be asked whether they support the proposed package as it stands or a modified agreement which preserves the current redundancy/redeployment rules –but offers a smaller payrise – 2.5% rather than 3.0%.

**You can also say that you don't support either option.**

Members should note that the changes to emergency duty and the Workstream phase out are the same in both options. So based on membership feedback to date, the CWU would expect its members to reject both of these proposals.

This is a chance to tell Telstra directly what you think about these offers. The CWU encourages members to participate in the survey to back up the message we have already conveyed to Telstra on these issues.

**Next meeting.**

The negotiating parties will meet again on Monday 31 August to discuss the results of the Telstra survey and to consider the next steps in these negotiations.

## **TELSTRA EA SURVEY**

### **CONFIDENTIALITY ALERT**

The CWU has already received reports from members that they are being pressured by management about participation in the Telstra survey.

The CWU wants members to send a message to Telstra about the proposed EA. But participation in the survey – and the way you answer it – is both voluntary and confidential.

Any attempts by management to influence your participation in the survey in any way should be reported immediately to your state branch.