

Telstra Enterprise Agreement 2015

Bargaining Bulletin #15

2 September 2015

VOTE NO

Bargaining for a new Enterprise Agreement (EA) in Telstra has now come to an end – but full agreement has not been reached between Telstra and any of the three unions involved in the negotiations.

The CWU has been successful in protecting core conditions such as:

- hours of work (36 ¾);
- leave entitlements;
- the 80+ weeks redundancy payout and
- all current allowances.

It has also won improvements to the current EA...

- removal of 2 week limit on amount of annual leave that can be cashed out;
- paid domestic violence leave (up to 10 days) secured in the agreement rather than just being policy;
- improved pay rates for retail employees;
- extension of first aid allowance to Job Family employees.

.....and successfully pushed back against Telstra's full "wish list"

- no changes to log-on/log-off arrangements
- no changes to span of hours in group flexibility agreements (GFAs)
- no ability for management to force you to work on your RDO.
- no restriction on AWA employees coming onto the EA.

BUT we have not been able to reach agreement on a number of key items which Telstra is determined to pursue:

- **changes to redundancy processes.** You will no longer be able to choose whether to be redeployed or take a package if your role is redundant. Wherever possible, you will be redeployed into another "suitable" job. And Telstra will make those decisions ... not you.

In response to membership concerns, the CWU successfully proposed building some safeguards around the issue of "suitability", including consideration of the location of the new role and the likely ability of the employee to succeed in it (after training).

But the bottom line remains the same. You will no longer be entitled to choose to take a package if your role is redundant.

- **changes to emergency duty.** The minimum payment will be 1 hour rather than 3 hours if work is (or can be) performed from home.
- **changes to Workstream arrangements.** All **new** employees will be put on the Job Family, with its full-blown performance-based pay system.

The first two changes will affect CWU members immediately. The last one will affect you .. and every other Telstra employee .. over time.

All the Telstra unions have told Telstra that their members think the Job Family performance pay system is unfair and arbitrary.

Members say that goal posts are moved without consultation and pay outcomes are set in advance from above, no matter how well particular employees are performing.

But Telstra still wants everyone to be on this system. That's because it allows the company to take much fuller control over how each and every employee gets paid, with the threat of no pay rise at all at an individual level for "non-performers". That puts a powerful weapon in the hand of the employer.

SPREAD THE WORD: VOTE NO.

CWU members who responded to a recent union survey rejected Telstra's proposed EA by a strong majority.

That is why your negotiators told Telstra they could not support the agreement and would be recommending that CWU members vote NO in the coming EA ballot.

All CWU state branches have endorsed this decision.

But Telstra does not need union agreement to put its EA out to a vote .. or to get a YES vote up. That is because under current law, the agreement is not between Telstra and the unions, but between Telstra and its employees.

That's why the CWU needs you and all union members to help make the NO vote a clear majority across the whole company. Help spread the word:

NO to Telstra's attempts to put everyone on its broken performance pay system.

NO to making redeployment compulsory.

NO to reduction of current entitlements.