

Optus Employment Partnership Agreement 2015

Bargaining Bulletin #3

6 October 2015

The Optus EPA negotiations have concluded for another three years. The CWU represented the concerns and suggested improvements, as recommended by members, at these talks.

There were a number of improvements negotiated:

- The inclusion of 'Domestic Violence' leave in the 'Other Leave' category. This leave type will be dealt with confidentially between the parties concerned.
- An increase in the LSL where members can take up to 2-months LSL at half pay. This equates to 4-months off work.
- Emergency Leave has been increased to 5-days per annum with the ability to increase this in instances of natural disasters.
- Redundancy pay out period has been increased. The maximum payout will now be 46-weeks. This is a slight improvement on the previous EPA.
- An increase the shift loading to 30% for continuous night shifts of more than 4-weeks.

The performance pay system is an Optus management preference even though there is evidence to prove to the contrary. The CWU will continue to discuss this with members over the next three years to gauge members' attitude towards this system.

The pay rise as is currently based on CPI figures and will continue in this period.

The issue regarding the 10-hour respite provision has been dealt with outside of the EPA and members affected will be monitoring the situation.

Optus is currently arranging a ballot for the employees to indicate their acceptance or rejection of the EPA. The CWU position on this is that members should judge the EPA on its merits and vote accordingly.

The CWU will continue to support members over the period of this agreement if the employees vote to accept the EPA.