

Telstra Enterprise Agreement 2015

Bargaining Bulletin #7

17 June 2015

The Telstra EA negotiations continue, with the most recent meeting being held on Tuesday 16 June.

The meeting addressed a number of issues which had been previously raised by the unions, including payment for registration/accreditation where this is required for the performance of a job.

The specific issue in this case is engineering registration. Telstra's view is that payment for such registration is a matter for policy, not the Enterprise Agreement (EA). The unions have not agreed to this position.

The unions had also previously raised concerns about the rights of union delegates and sought changes to the EA that would clarify their rights to engage with members and potential members in the workplace. Discussion of this issue is ongoing.

Retail Outlet Employees.

Telstra had previously flagged a proposal to make changes to the section of the EA that is specific to retail outlet employees (Section 9). * This was considered for the first time at the 16 June meeting.

When the current EA was put before the Fair Work Commission for approval, the retail section was measured against the Retail

Industry Award for the purposes of the Better Off Overall Test. The Commission said that some aspects of the agreement didn't meet the test and Telstra was required to give undertakings that would bring conditions in the EA into line with the award.

Telstra wants to address this problem by ensuring the retail section of next EA is in line with the retail award. Specific changes are still to be finalised but the CWU's aim will be to ensure that members' are, at a minimum, no worse off as a result of this process.

*Members should note that this section of the EA applies to retail sales staff only, not to employees providing tech support or other non-sales functions in retail outlets.

Shift work.

As previously reported, Telstra wants to be able to introduce shifts of variable lengths beyond the current 10 hour span, up to and including the 12 hour shifts that are already provided for in the current EA.

It also wants some modification of the current provisions regulating 12 hour shifts, both to simplify them and to make them applicable to shifts of varying lengths.

Telstra has agreed to the two fundamental principles proposed by the unions i.e.

- Ordinary hours workers only to become shift workers by agreement.
- 10 hour shift workers only to perform longer shifts by agreement.

Discussions of further details will continue next week.

Job Descriptions.

The working party looking at Workstream Job Descriptions (JDs) has not met face-to-face recently but this work is ongoing. The parties are considering what opportunities there are for simplification of CFW and TW JDs *across specific bands*.

Members should note that collapsing of the bands themselves i.e. broadbanding of the kind found in the Job Family model is *not* under consideration.