

# TELSTRA REDUNDANCY ENTITLEMENTS: THE FACTS

## STATEMENT BY CWU NATIONAL OFFICIALS.

### TO: ALL CWU TELSTRA MEMBERS

You may recently have received a letter from your CWU branch including a petition relating to the coming Telstra Enterprise Agreement negotiations.

The letter implies that your current Telstra redundancy entitlements are at risk (“will have to be strenuously fought for”) as a result of the making of the new modern Telstra Award.

### **This is simply not true.**

The facts about your redundancy entitlements are set out below. But they have been explained in national newsletters and bulletins many times already.



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misinformation!

So members should ask themselves why some of their officials are continuing to try to mislead and alarm them and to create conflict within our union on the eve of these important negotiations with Telstra.

Who’s interests does it serve? Certainly not yours.

### **Who “made” the Telstra award?**

Like all “modern” awards, the new Telstra Award was made by the Fair Work Commission (FWC), not by the CWU or Telstra. It doesn’t reflect a formal, legal “agreement” like an EA or a “deal” between Telstra and your union.

In deciding what should go into such an award, the FWC has to be guided first and foremost by the Fair Work Act, not by what Telstra or the CWU might want - even where Telstra and the union might be in agreement.

Once the FWC has made its decision that becomes law. The CWU (and other Telstra unions) and Telstra do not have the power to agree, ratify, endorse, accept or reject this decision.

All the CWU or any union can do in this situation is to try to influence the FWC to make a decision in its members’ favour.

The CWU was very successful in that regard.

We retained major “core” conditions such as the 36 ¾ hour week and 15 days personal leave, both of which were initially under threat.

We also **improved** your **award-level** redundancy entitlements without in any way putting your 80+ weeks’ **EA-based** entitlements at risk.

## The truth about your redundancy entitlements.

Here again are **the facts**.

- The new Telstra Award, like all modern awards, sets **minimum** conditions as a safety net for enterprise bargaining. It has no effect on your **actual** conditions at all, except to put a “floor” under them.
- The 40 weeks award “floor” is a major **improvement** on what existed before in Telstra. Before this modern award was made, there were in fact **no redundancy payout entitlements in any of the former Telstra awards**. You are now 40 weeks better off at award level.
- The new award entitlement is also significantly **higher** than that in **any** private sector modern award made so far, including awards covering members of the other divisions of the CWU i.e. the Electricians and the Plumbers. The maximum redundancy payout in these other awards is **16 weeks**.

You can find out for yourself whether this is true or not by looking at the Fair Work Commission website at [www.fwc.gov.au/awards-and-agreements/awards/find-award/modern-awards-list](http://www.fwc.gov.au/awards-and-agreements/awards/find-award/modern-awards-list).

- All your national officials are fully committed to preserving your current 80+ weeks redundancy entitlement in the new Enterprise Agreement. Any suggestion to the contrary is a blatant lie.

Although there is in fact no threat to your current entitlements from award modernisation, your national EA negotiating team intends to seek early agreement from Telstra on retention of the current 80 weeks payout in this new agreement.

If, as we expect, we are successful, members will then be in a position to judge whether this totally irresponsible scare campaign has any basis in fact – and to consider the motives of those behind it.



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