

## Telstra Enterprise Agreement 2015

### Bargaining Bulletin #16

24 September 2015

As you would be aware the Telstra employee ballot closed on Monday evening.

Telstra released the results the next morning – they were:

**59.4% - Yes.**

**40.6% - No.**

Over 20,000 employees voted which was a 72% return. That is a big return in a non-compulsory ballot.

Employees have now approved the agreement that went to ballot. Telstra will now move to have the agreement certified by Fair Work.

The Union has 14 days to lodge any matters our members believe to be inappropriate ahead of certification.

There has been a lot of communication to the Union regarding the legitimacy of AWA/ITEA employees actually being in scope for the agreement and being allowed to vote. Also we have received a number of reports that Telstra were threatening those AWA/ITEA employees that “ If they didn’t vote yes they would not get a payrise”.

We will be investigating both issues and considering our position to oppose the certification of the agreement.

This is very concerning and the Union seeks any substantial evidence that this actually occurred. If any member has any information please contact the Div Office direct or your state branch and please do so urgently so we may consider and prepare our argument inside the 14 day period before certification.

#### **The No Campaign.**

Although we did not win the No Campaign the Union proved again that its influence on Telstra and it’s EBAs is still very strong with 40.6% of employees voting no. It was a very close result.

Our message reached well outside of our membership. Telstra are on notice that they have a very large proportion of their workforce unhappy with this very contentious EA.

Telstra know that anger around reassignment and performance based pay was holding them back at this vote.

#### **What do the changes mean for the Union and its members?**

With the EA done the battlefield changes but the fight goes on. We’ll be holding Telstra to the promises and undertaking they made during negotiation particularly around reassignment and performance.

The newly elected and now United Union will be very busy continuing the fight around the outstanding and unfair changes. The battle doesn’t end here and we’ll be recruiting to keep building our strength for next time. More to come on this in the near future.

#### **What does this mean for Telstra?**

Telstra have **just** gotten the agreement up they wanted but they know they have a workforce that isn’t happy with the deal. A workforce that won’t be motivated – won’t be engaged.

It will mean more conflict with the Union and its members.

It will mean Telstra customers do not receive the service they pay for.

We will never ever give up on making certain our members are treated with respect and dignity they deserve.

We will not allow our members to be forced into unsuitable redeployment.

We will work to win back protections in out of hours emergency work and stop Telstra from harassing our members outside of normal hours.

Members can begin doing this today by not providing workarounds every time Telstra get it wrong. You are only required to work reasonable overtime, when you get home switch off the phone.

In closing I wish to thank all our members and non-members for voting No.

I wish to thank all the State Branches and their officials both Telco and Postal for their magnificent effort on the No Campaign with limited resources and time compared to the Giant that Telstra is.