

Telstra Enterprise Agreement 2015

Bargaining Bulletin #4

21 May 2015

The fourth meeting in this round of enterprise bargaining in Telstra was held on Thursday 21 May. This was a half-day meeting with the main item being the presentation of union claims.

Unions coordinate claims.

The three unions involved in these negotiations are the CWU, CPSU and Professionals Australia (formerly called APESMA).

They represent different sections of the Telstra workforce and this is reflected to some degree in the claims they are putting forward. In some cases these are specific to a particular group of employees (e.g. engineers).

But, as might be expected, there is also a high level of agreement between the unions about the major issues that concern their members, such as performance management and performance pay, job security, flexible working arrangements (including availability of RDOs) and, of course, pay rises.

Where possible the union will work together on developing claims in such areas - as well, of course, as continuing to pursue any issues which affect their members in particular.

List of issues presented.

On the basis of such understandings, the unions presented a joint list of matters to be discussed to the 21 May bargaining meeting.

Issues highlighted were:

- Performance management (including use of GPS monitoring) and performance based pay.
- Flexible working arrangements, including availability of RDOs.
- Classification and banding issues in both Workstream and Job Family work models.

- Ability of employees to choose whether to be employed on the Job Family or Workstream model.
- Job security, including offshoring and outsourcing
- Redundancy and redeployment processes, including the handling of selection within a group, the length of time allowed for redeployment and the overall management of redundancies when large numbers are involved.
- Rest breaks.
- Future superannuation increases

The unions have agreed to identify priority issues for the next full bargaining meeting and to develop specific claims around them.

Safety in Telstra exchanges and pits.

It was also agreed that some matters raised by the unions may be dealt with "off-line" i.e. not in the main negotiating meetings, at least in the first instance. Telstra has agreed, for instance, to a working party to address the current state of exchange buildings. CWU members continue to report a loss of amenities and the presence of hazards, including asbestos, in these buildings.

The group will also address concerns about the handling of asbestos in Telstra pits and ducts.

Next meetings.

Full negotiating meetings will not be held next week to give both the unions and Telstra time to develop their proposals more fully. The next meetings will be held on 2nd and 4th June. In the meantime, a small working party will start to look at the CFW Job Descriptions which Telstra wants to simplify, as reported in Bulletin #3.