

## THERE'S A LONG ROAD AHEAD

Bargaining for a new Enterprise Agreement at Telstra has well and truly commenced.

Alongside the CPSU and PA, with whom we have formed a single bargaining unit, we have had two meetings so far and it is already very clear that Telstra and your representatives are miles apart.

While we expected to be speaking about the issues that matter to you, like; protecting your current conditions, job security, career progression, overzealous disciplinary processes, unfair job targets, staff shortages, your access to leave entitlements and pay transparency, Telstra had a different plan.

### SO, WHAT DID TELSTRA TALK ABOUT

They talked a lot — mostly about their increasing 'cost base', competition and their need to be 'flexible'. But the kickers were these key topics:

- **Wages**

Although wage increases are usually the last thing to be discussed in bargaining where an entire package can be assessed in its entirety, Telstra were quite interested in talking about their competitors' pay rates and other conditions across the telecommunication sector, Without putting a position on the table, they were quite fond of comparing your wage increases particularly to those only paying around 2% per year.

- **Leave balances**

Again without putting a position, Vaguely suggesting they may be considering further unpopular decisions with leave, including further changes to purchased leave and the Telstra Additional Day (picnic day).

- **Redundancy benefits**

Again without putting any position on the table, they used your minimum Award redundancy conditions and the least favourable redundancy benefits available at competitors to start a conversation about redundancy.

They also had a keen appetite to discuss exemptions and caps on overtime for Technical Specialists and the eligibility criteria for higher duties – i.e. how long you need to perform higher duties before being paid the allowance.

### WE'RE IN FOR A LONG RIDE, AND WE NEED TO BUILD STRENGTH — NOW

Bargaining will continue for one meeting per week. In coming meetings the Union single bargaining unit will be steering discussion toward the issues that matter most to you and your family. However, it is clear from these first meetings that we are miles apart from agreement.

To put you in the best possible position, we need you to put us in the best possible bargaining position — we need to build strength. I am asking each and every one of you to talk to a colleague who may not yet be a Union member.

Show them this bulletin and explain to them that the only way we will win this fight is by sticking together.

Ask them to join the CEPU/CWU today.

### **YOUR FEEDBACK IS IMPORTANT TO US**

If members have any comments or queries regarding the information contained in this bulletin please contact Clinton Thomas on 0429 036 736 or 9227 9911, alternatively you can provide your feedback via [eba@cwuwa.org](mailto:eba@cwuwa.org).

Yours in Solidarity,



**Barry McVee**  
**BRANCH SECRETARY**