

# CEPU BULLETIN – BURWOOD

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## FORGET THE 4.5% FOR 1 MINUTE AND CONSIDER YOUR FUTURE AND FUTURE COLLEAGUES ON AN ECA

### BANDINGS

You are currently on CSSW Band 4. On an ECA, Telstra can reduce your bandings. (You could find your payslip showing a lower banding without any consultation/agreement with you, let alone anyone else such as your union. – This has already occurred!)

**THE AIM OF COURSE HERE IS TO SAVE MONEY FOR  
TELSTRA.....AND THEY WILL. NO CHOICE FOR YOU.**

### DISPUTE RESOLUTION

Why should Telstra be the judge, jury *and* executioner when it comes to resolving disputes which inevitably occur around working conditions and wages? You should have the “right” to an independent arbitrator.

**THIS NEEDS TO BE NEGOTIATED IN A NEW EBA.**

### FACILITIVE AGREEMENT

(This clause in EBA was written for specific employees in Infrastructure Services.....NOT EVERYONE)

Telstra’s ECA includes this clause for everyone, allowing variation to:  
Span of hours. **(DO YOU WANT TO WORK BEYOND 7AM-7PM?)**  
Days of the week which and employee performs ordinary hours of work  
**(HOW ABOUT WORKING THE WEEKEND?)**

The number of hours per day during which an employee performs their ordinary hours of work. **(WHO WANTS TO WORK A LONGER OR SHORTER DAY?)**

**TOO EASILY MANIPULATED WITHOUT PROTECTIONS.**

## REDUNDANCY AGREEMENT

Why are most of the protective clauses removed from the Redundancy Agreement? **Telstra will decide who goes and who stays when it comes to “selection within a group” for redundancy. NO CHOICE FOR YOU.**

## PERFORMANCE MANAGEMENT AND PERFORMANCE PAY

There is no regulation to ensure performance management (PICM) and Performance pay is fair. **Regulation needs to be negotiated in a decent EBA.**

## UNION REPRESENTATION

Not only are you denied a union negotiated agreement, the union has no “Right of entry” in the workplace and their capacity to represent you is limited within a non-union agreement.

**There will be no stopping Telstra changing pay and conditions already enjoyed and won by the union. Forget your RDO, increases in maternity leave, shift penalties etc... Telstra don't hand out these as gifts, they are hard fought for entitlements won by the union.**

## PART A AND PART B

WHY?

**Part B employees are cheaper to employ of course, and Telstra need to save money by reducing wages.**

**How long do you think it will take for Telstra to get rid of Part A employees by managing you out on their sham PICM process.(i.e. no redundancy)**

**And why should you be forced to vote for inferior working conditions for future employees?**

## BACK TO THE 4.5%

Telstra will give you a 4.5% pay rise, which doesn't even keep up with the cost of living (5.7% according to ABS). The Global financial crisis (GFC) will be used as an excuse to **not** increase wages, when clearly:

- 1) Telstra have publicly told shareholders they are in a strong financial position to handle the GFC. Their profit for FY07/08 increased by 13% to \$3,730,000,000 whilst also affording to pay CEO and executives in excess of \$20,000,000!
- 2) Clearly, to cope with the effects of the GFC, employees **need money to spend and keep the economy going.**

VOTE 'NO' to protect Band levels.

VOTE 'NO' to protect your family life and social life.

**'NO' TO THE ECA - IS THE ONLY  
VOTE THAT MAKES SENSE AND  
PROTECTS YOUR RIGHTS AND  
CONDITIONS.**

**Tell Telstra - once again “NO” like you told them November 07.**

Can you really trust management to do the best for YOU and your future, not to mention, the next generations who join Telstra , who may be left with no rights whatsoever, if you allow this insulting deal to go through? This will be just the beginning of your loss of rights.

Look how Telstra have responded so far, to requests for proper training with Siebel and for the EAP group counselling?  
Proper, structured training would help, enormously. They don't seem to care.

Make an informed decision, don't rush in for a quick bit of back pay without thinking it through.

There is so much you have to lose if this ECA is voted in.

This is all about saving money for Telstra, NOT about giving you a fair deal!

**LET'S TELL TELSTRA-YET AGAIN-**  
**WE WANT A FAIR DEAL –**  
**NEGOTIATED BY THE UNION**

**Staff in Telstra's IT, NDS (Network Programs), 000 Emergency Services and Disability Hotline, Voted NO to Telstra's non-union, non-negotiated offer. Many others have told Telstra not to even bother giving them a vote.**

**INDUSTRIAL IMPACT**

The work force with the capacity to impact Telstra's daily operations, the Technical & Lines workforce is 70% unionised. They are taking action which has already had a major impact, because they are critical to Telstra's maintenance and provisioning.

We are now in the process of stepping up the action into longer strikes and bans in key areas of the business.

IT'S ONLY A MATTER OF TIME.....

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