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**From:**  
**Sent:** 11 October 2009 4:20 PM  
**To:**  
**Subject:** RE: EA V ECA negotiations

Don't advertise it is from me!!!!

ECA staff income is currently 6.5% greater than EBA staff (4.5% from 2 Oct 2008 + 4% from 1 Oct 2009 Vs 2% for EBA staff from 1 Oct 2009) and will be until Oct 2011, when it is unclear what will happen to ECA until a proposed EBA expires. Therefore there will be a minimum of 2.5% difference between ECA and EBA at the next EBA expiry. I assume that ECA staff will not be left to go 12 months without another pay rise? My guess is that they would apply the corresponding EBA rise to ECA staff in 2011, resulting in perhaps a 6.5% discrepancy in pay, as ECA staff are permitted to negotiate in the next EBA.

I am a TW9 and my sums work like this (EBA Vs ECA):-

Lost salary Oct 08 to Oct 09 -\$3624

Lost Salary Oct 09 to Oct 10 -\$5379

Lost Salary Oct 10 to Oct 11 -\$5595

Lost Salary Oct 11 to Oct 12 -\$5819 (Assuming ECA staff receive another 4% at expiry of ECA??? otherwise -\$2178)

Receive 2.5% bonus Dec 09 +\$2053

**Total difference b/w ECA & EBA = \$18364 (or \$14723 if ECA receive no rise in Oct 2011)**

My salary and FAS in Oct 2012 could be:-

TW9 ECA \$94660 (or \$91019 without Oct 2011 4% pay rise)

TW9 ECA FAS \$91066 (or \$89852 without Oct 2011 4% pay rise)

TW9 EBA \$88841

TW9 EBA FAS \$85468

If I were eligible to retire at Oct 2012 (say 56yrs old now), and I had a projected superannuation benefit multiple of 8.4 in the year 2012, the difference in Super payout would be:-

TW9 ECA \$795144 (or \$764560 without Oct 2011 4% pay rise)

TW9 EBA \$717931

**Over the term of this new EBA I would have lost Superannuation Benefits and salary of up to \$95577. (in this short term!)**

Also as I am only 40yrs of age currently, if ECA and EBA employees continue with a discrepancy of 6.5% for the next 20yrs, there is approximately \$150000 of further lost income. I could be up to \$250000 worse off at retirement age.

I agree that ECA staff traded off some conditions for their agreement, but the disparity is immense. **The main bone of contention is the lack of back pay offered to EBA staff.** There are rolling impacts to salaries and superannuation payouts due to this, and it significantly waters down the increases that were paid during the previous EBA. Are all 3 year agreements going to turn into 4.5year agreements? If so, we need to take this into account when we agree on pay increase percentages, or stipulate in the EBA that if a new agreement is not reached by the expiry date, an automatic increase of CPI will be applied until the new agreement is signed.

I have valued the 22 years I have so far been employed by Telstra, but would hope that with the training that has been invested in me, and the energy and enthusiasm that I have applied to my role over the years that Telstra would in some way value my services also. EBA staff are fast becoming the poorer employees of the company.

This is how I see the impact of the current EBA offer. Please verify, and correct me if I am wrong, or have been a bit creative in my sums.