

# EPA 2009 A Better Deal

The Optus Employment Partnership Agreement (EPA) is up for a vote. But should you Vote Yes or Vote No?



The Union here at Optus, the Communications Union (CEPU), has been negotiating with Optus senior HR management on behalf of members and all Optus employees for a new EPA.

The CEPU also campaigned hard for a long time to achieve the new Fair Work Australia laws.

As a result of these negotiations and various law changes the following has occurred:

## In the new EPA you now have the right to:

- **Be represented by your union if you have any issues or if you can't get a problem fixed at work. At the first stage of a problem you now have the right to be represented by your union.**
- **You also have the right to escalate the matter for conciliation / arbitration to Fair Work Australia! The union will do this on members behalf if you wish.**
- **Increased parental leave, from 8 weeks to 12 weeks, paid not as an ex-gratia but so that it attracts leave accrual.**
- **A small improvement in redundancy pay, increased for your first year of service to 4 weeks.**
- **Consultation on major workplace changes that are likely to have a significant effect on you. Members can be represented by the CEPU for this.**
- **Sick leave - 10 definite days per year and any unused sick leave accrues**
- **Annual Leave, if an employee has more than 4 weeks ARL you can cash out a maximum of 2 weeks leave. You can also buy up to 2 weeks more leave.**

## Not everything we sought but it is an improvement

The EPA isn't perfect. For example, we know that a lot of employees have had problems around getting leave, like sick leave and carer's leave. We wanted the HR managers to make clear how the policy could be applied more fairly.

We wanted fairer and clearer policies on setting targets and deciding PDRs and bonuses, with more involvement from the staff.

We wanted to ensure that consultation with the employees on various issues would be meaningful. Employees really should be able to influence the outcomes.

We wanted Optus to pay the equivalent of 12 weeks paid maternity leave on top of any government paid parental leave scheme.

We will continue to campaign on these issues and hold Optus accountable to implement this agreement in full.

But we think that on balance, with your better rights to be represented by the union, we can help you get better outcomes if you have problems at work. We recommend a vote Yes.

## Journey Cover Now Offered Free by CEPU

In addition to the changes above CEPU has been pushing the Federal Government to



reinstitute the right for Optus workers to claim workers compensation for injuries sustained on the way to and from work and during meal breaks.

In the meantime a new CEPU benefit provides insurance for journeys to and from work and meal breaks (for financial members) without additional cost to them.

**Didn't know there was a union for you at Optus? Want to find out more? Tel: 03 9349 4411 or: SMS: 0439 762 455 Visit: [www.cepuconnects.org](http://www.cepuconnects.org)**



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