

Telstra Enterprise Agreement 2015

Bargaining Bulletin #1

12 May 2015

The CWU and other Telstra unions (the CPSU and Professionals Australia) met with Telstra today, 12 May, for the opening of enterprise bargaining negotiations.

This was really a preliminary meeting concerned largely with technical matters such as the scheduling of meetings over the bargaining period and the general conduct of discussions.

Neither Telstra nor the unions presented a full “log” of claims at the meeting. However we did present a high level overview of the key issues we wanted discussed, as did Telstra.

Confirming redundancy entitlements.

The CWU indicated that the continuation of the current Enterprise Agreement (EA) redundancy entitlement of 80+ weeks was a priority for our members. This was supported by the other unions.

We asked Telstra for an early indication of their position on this issue and requested that they respond at the next negotiating meeting on Thursday 14 May. Telstra has agreed to do so.

Other “top line” issues we identified on the basis of membership feedback were:

- Leave entitlements
- Performance management and assessment

- Banding
- Availability of RDOs
- Job security, including outsourcing and offshoring.

Availability of flexible working arrangements and classification/banding issues were also identified by the unions as areas of membership concern.

What does Telstra want?

Telstra also identified a range of issues – some major, some minor – which it wants dealt with in this round of bargaining.

Minor issues include such “housekeeping” matters are reintroducing numbering of EA clauses to which all the unions agreed.

The larger issues flagged by Telstra were:

- Relevance of the current range of Workstream job descriptions. Telstra wants to see whether the number of JDs **across** a band can be reduced, especially in the technical areas.
- Reassignment and redeployment procedures.
- Emergency duty and its relation to other payments for work outside ordinary hours (overtime, on-call etc).

Obviously these issues are central ones for CWU members. At this early stage, however, there has been no detailed discussion of them.

These questions will be reported on to members once discussion of them is underway.

Union claims.

The CWU and other unions are intending to finalise their formal “log” of claims on Telstra by next week.

The CWU has already received a lot of feedback from members on their priorities for this round of bargaining, including through surveys conducted by state branches.

If you have not had a chance to have your say on the “log” you can still do so at <https://www.surveymonkey.com/s/NL6WTTG>

Keep informed.

You can follow the progress of these negotiations and keep informed of all developments through these Bargaining Bulletins, through the E-bulletin and through posts on the national website.

Go to www.cwu.org.au and click on the special Enterprise Bargaining link.