

Telstra EA – state of play on the issues (27 October, 2009)

Topic	Telstra/Union positions
Hours of Work	No basic change to hours of duty but offer by union to allow banking of RDOs to suit business needs under agreed conditions. Telstra declined.
Maternity Leave, LSL, etc	Employer movement for all Telstra employees as part of overall movement in Government standards. CEPU supported company in representation to Federal Government to extend LSL to all employees.
Essential Customer Servicing	Employer increased allowance by 10%. Union concession in that it does not reflect movement in CPI over the last 10 years that payment has remained static.
Public Holiday Penalties	Company unilaterally reduced Emergency Duty provisions 5 years ago which slashed penalty rates, still not restored. No movement by company in talks.
Flexible Annual Leave (eg. purchase extra leave)	Employer movement as part of overall movement in Government standards.
Salary Packages	Cost neutral to employer. Company agreed with union.
Redundancy Processes	Retention of payout and protective conditions. Reduced number of Job Search weeks for each category and streamlined process to assist company. Some savings for Telstra.
Performance Management	Clauses with little real value to employees, well short union requirements.
Performance Bonus	Union agreed to allow performance pay arrangements across all designations, given small number few impacted.
Dispute Resolution	Company has reinstated individual dispute matters which they unilaterally removed. Will not agree to compulsory arbitration as per earlier EBAs limited under TRA. Union "last gasp arbitration" offer declined.
Structure Agreement	Union concedes under certain conditions Work Model structure to be part of EBA. Union sought choice of Part A or Part B schemes for all employees, company rejected.
Union Rights Delegates	Company required under the law to freedom of association and fairness principles. Will not agree for union to participate in induction process and union training will be almost non existent.
Individual Flexibility Arrangements	Union concession helps company adjust hours to suit the business needs in a democratic process beyond Infrastructure Services Business Unit.
Pay	<p>Union not seeking the full 16% earnings increase per employee (as detailed in 2008/09 Telstra Annual Report), i.e. 4.5% increase or a 11.5% concession.</p> <p>Members accepted 7.5% 2005 to 2008, whilst cost of living rose by 13%.</p>