



Facsimile

Date: 25 May 2009

Human Resources
Workplace Relations & People Services

To: Mr Burt Blackburne ✓

33/242 Exhibition Street
Melbourne VIC 3000
Australia

Company: CEPU



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From: Darren Fewster

Subject: Good Faith Bargaining

Total Pages: 3

Dear Burt,

Please find attached communication sent today to Telstra employees (both Email message and Corporate News) employed on the Telstra Enterprise Agreement 2005-2008 (or expired individual arrangements). The communication confirms Telstra's decision to take the first step in entering into good faith bargaining with employees and their bargaining representatives.

Telstra proposes to consult with the CEPU, CPSU and APESMA about the decision. We also propose to set up further meetings during June to discuss a possible bargaining timetable.

Please contact Frank Gerdtz on 9634 8732 to confirm a suitable time for an initial consultation meeting.

Yours sincerely

Darren Fewster
Director, Workplace Relations & People Services

Email Message (to all eligible employees)
Bargaining in good faith

Dear Colleagues,

Today we are pleased to be making a commitment to you that we will bargain in good faith and negotiate a new enterprise agreement which is fair and rewards excellent performance.

The new federal Workplace Relations laws commence on 1 July 2009 and we are taking this first step towards reaching an agreement that rewards our employees, and enables us to meet our customers' expectations and remain competitive in the marketplace.

Our aim is to reach a new enterprise agreement that is equitable for both Telstra and our employees. We are committed to treating you and your bargaining representatives with respect, and we will be consulting with Telstra unions ahead of the formal bargaining process.

We expect to commence formal negotiations with employees on Enterprise Agreements (EAs) and expired Australian Workplace Agreements (AWAs) early in July 2009. We will take the time over the coming weeks to consider the new laws in detail and finalise the processes that we will put in place to be ready for the negotiations to commence.

We also want to ensure that you are fully informed of the new laws and Telstra's approach to bargaining. Your manager will provide you with regular updates as we approach bargaining. We are encouraging all managers to speak to their people about this important initiative and other work matters.

A fact sheet has been included to help you understand the new laws in more detail. You can also visit the [Telstra Bargaining intranet site](#) or email [Telstra Bargaining](#) if you have any queries.

Regards,

David Thodey
Chief Executive Officer

Andrea Grant
Group Managing Director – Human Resources

Telstra Bargaining

CORPORATE NEWS

A message from David Thodey, CEO, and Andrea Grant, GMD Human Resources: Telstra initiates bargaining in good faith

We are pleased to announce that we are committing to entering 'good faith bargaining' with eligible employees who are on an Enterprise Agreement (EA) and expired Australian Workplace Agreements (AWAs). We will work to negotiate a new enterprise agreement which is fair and rewards excellent performance.

The new federal Workplace Relations laws commence on 1 July 2009, and we are taking this first step towards reaching an agreement that rewards employees, and enables us to meet our customers' expectations and remain competitive in the marketplace.

We have written directly to eligible employees advising that we plan to commence formal negotiations early in July 2009. We will take the time over the coming weeks to consider the new laws in detail. We also want to ensure eligible employees are fully informed of the new laws and Telstra's approach to bargaining.

We will bargain in good faith and treat our employees and their bargaining representatives with respect. Our aim is to reach an agreement that is equitable for both Telstra and our employees. We will also consult with Telstra unions ahead of the formal bargaining process.

We will provide regular updates and encourage all people managers to discuss this and other important Telstra initiatives with their teams.