

Special Signal

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■ In this issue:

1. Up To Their Old Divide & Conquer Tricks
1. Telstra's Misinformation
1. Some Hard facts
2. More on the NBN
2. he Reality
2. Telstra's Expressions Of Interest Nonsense

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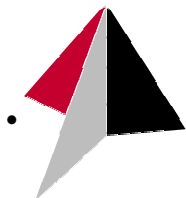
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UP TO THEIR OLD DIVIDE AND CONQUER TRICKS

We've had members contact us about the latest incredible rant from Telstra's senior management responding to the NBN project.

Clearly Telstra wants to distract the workforce and use misinformation to create confusion and concern while the union strike ballot is on and while management is rolling out non-union agreements.

TELSTRA'S MISINFORMATION:

Telstra's wrong on various fronts in its communication with employees, and here's why:

1. We explained our position in relation to our talks with other companies in the sector - we placed it on our website on Monday.
2. The people that have done more to recruit for their own opposition is **Telstra** - its cut hundreds of skilled jobs over the last 12 months alone, freeing up those people to work with Terria. If former employees and our members go to work for Terria, then we want them to go to secure, well paying jobs - covered by a union agreement.
3. Telstra says we support structural separation - we never said any such thing. This is a Telstra lie, in fact the risk analysis prepared by the ACTU warned it would be a disastrous outcome for Telstra.
4. We categorically reject the sneaky suggestion of Telstra that we would hand over information about their NBN bid - we operate with greater honour than that. The CEPU has not and will not do such a thing. CEPU has scrupulously avoided taking sides or cheerleading throughout the NBN process.

What's also interesting is what underlies Telstra's comments - effectively it wants to own the union: that is, it doesn't see that our role is to lift conditions across the industry - it just wants us to sit in its corner, doing its bidding.

Forget that - you pay us to secure jobs, wages and conditions regardless of who you work with.

SOME HARD FACTS:

In the meantime, can you name the company that:

- Slashed more than 50,000 working Australians jobs over ten years - and wants to cut thousands more, while claiming during the EBA talks the redundancy conditions were too generous?
- Which company made up excuses to walk away from EBA talks - and then was found out secretly developing plans to de-unionise its workforce so it could cut \$37m in employee wages and outsource more jobs?
- Which company helped the former Howard Government draft Work-Choices, squeezed the most out of those laws by racing out AWAs and then tries squeezing the last drops out of these laws by now rushing out non-union deals?
- Which company refused to commit to ensuring that Telstra employees would be engaged in the rollout of the NBN when asked by the unions and that these same employees wouldn't see their work outsourced from underneath them?
- Threatens Telstra jobs and wants to wipe nearly \$12b in shareholder value by flagging that it might not put in a NBN bid.

MORE ON THE NBN:

The CEPU will not be making the decision on the NBN rollout or structural separation. The Government will. And it's worth noting that unfortunately Telstra management has made Telstra's chances of winning the NBN bid all the more difficult by its bullying and ham fisted campaign which has attacked almost everybody ie Government, Opposition, business, regulators and the CEPU.

THE REALITY:

It was not our decision to split up or deregulate telecommunications and create competitors like OPTUS, Vodaphone and others.

This was a Government decision and once that was taken the CEPU attempted to get union agreements in those companies so that there would not be a race to the bottom on employees wages and conditions.

Our nearly 20 years of struggle on behalf of members in OPTUS, Service Stream, Fibre Com and other companies was used to defend the workers in those companies but at the same time we sought to protect the Telstra employees wages and conditions.

Telstra continually outsources work to lower wages in the sector. It drives staff off its books - making the remaining employees worker harder, under tougher targets and a strict regime of performance management.

The union works hard to lift the conditions and pay of the workers in the entire sector - to protect members in those companies and to ensure that they aren't used like a battering ram back on Telstra worker wages.

Telstra keeps putting the interests of the senior management team and their bonuses above your jobs, wages and families.

Get serious Telstra - don't suddenly pretend you're the best friend workers ever had.

Let us know what you think via feedback@cepu.asn.au

TELSTRA'S "EXPRESSIONS OF INTEREST" NONSENSE

Again we remind you that Telstra's "expressions of interest" strategy is false and misleading.

You are not required to put in "expressions of interest" to obtain a vote on the Management's ECA.

Everyone on an EBA or expired AWA in the catchment area has to be given a vote on the ECA.

Section 327 of the Act says:

"An employer may make an agreement (an **employee collective agreement**) in writing with persons employed at the time in a single business (or part of a single business) of the employer whose employment will, or would but for the operation of an ITEA that has passed its nominal expiry date, be subjected to the agreement."

Under the Act, the declaration the company has to make to get the ECA registered and therefore operational is as follows:

The employee collective agreement was approved before lodgment because:

- all employees employed at the time who will be subject to the employee collective agreement were given a reasonable opportunity to decide if they wanted to approve the agreement; and
- either there was a decision made by a vote where a majority of the employees who cast a valid vote approved the employee collective agreement, or
- otherwise a majority of employees employed at the time who will be subject to the employee collective agreement decided they wanted to approve the employee collective agreement

Just ignore the "expressions of interest" nonsense. It has no legality.

We are hearing that included in the 4000 "expressions of interest" the Management claim to have received, that there are thousands who are waiting desperately to vote NO!

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