

# S.The 1 Signal

Issue No. 571  
11 DEC 2008

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**INDUSTRIAL ACTION  
MEETING - MONDAY 15  
DECEMBER 12 15 – 2PM**

■ **TO DISCUSS THE  
PROPOSED TUESDAY  
ACTION AND THE  
GENERAL CAMPAIGN**

■ **TWO CBD LOCATIONS**  
**SCOTS CHURCH HALL  
99 RUSSELL STREET  
and  
COOPERS INN  
282 EXHIBITION STREET**

■ **Contact a CEPU Official:**

**LEN COOPER**  
Branch Secretary  
0438 389 302

**JOHN ELLERY**  
Assist Secretary  
0419 823 580

**WOODY**  
First In Call Taker  
Ph. 9349 4411

**SUE RILEY**  
CSO Call Centres  
0439 762 455

**GREG CABANOS**  
CSO – Contractors  
0415 154 352

**EBA08**  
**SECURING YOUR JOB**

## INDUSTRIAL ACTION – SOME GROUND RULES

In an industrial action campaign, there are always rumours, misinformation, misinterpretations, and general mischief created by management. To minimise the impact of such things there are certain ground rules which you must follow:

1. The only action you should take (implementing or removing action), is action notified to you by email, snail mail, fax and SMS over the name of Len Cooper, Victorian Branch Secretary (forgeries will be treated as fraud).
2. Do not act on management information, websites, rumours or guess work.
3. Before any action is applied and prior to you getting formal notice of action from the union, we will organise a face-to-face contact or a telephone conference with affected members for consultation and decision. The decision will be yours collectively.
4. Members would know our long standing policy in industrial action is to exempt life and limb. There are always judgements to be made regarding this policy from incident to incident. If you are in any doubt please contact Len Cooper M. 0438 389 302, B. 03 9349 4411, H. 03 9330 2668 for consultation and decision.

## NEXT TUESDAY'S (16 DECEMBER) ACTION

Stoppages at various workplaces notified to Telstra for action next Tuesday, 16<sup>th</sup> December 2008.

**TUESDAY 16 DECEMBER, FROM 8AM - a four hour stoppage.**

**Members whose normal workplace is:**

- The Central Business District of each State and Territory throughout Australia
- Bendigo Call Centre at 60 King Street, Bendigo, Victoria
- Burwood Call Centre at 301 Burwood Road, Burwood, Victoria

**TUESDAY 16 DECEMBER, FROM 8AM - a four hour stoppage for:**

**Members whose normal workplace is:**

- Global Operations Centre: 30-31 Henderson Road, Clayton, Victoria

**TUESDAY 16 DECEMBER, FROM 12.05PM - a 48 hour stoppage for:**

**Members whose normal workplace is:**

- Global Operations Centre: 30-31 Henderson Road, Clayton, Victoria

**TUESDAY 16 DECEMBER, FROM 12.01AM - indefinite stoppages for:**

**Members whose normal workplace is:**

- 35 Collins Street, Melbourne
- 242 Exhibition Street, Melbourne
- 447 Lonsdale Street, Melbourne
- 436 Little Bourke Street, Melbourne

**Important advice for all CEPU members**

Members should note the following important points:

- **ONLY CEPU MEMBERS** can take part in this action - if you want to take action and be protected, you must join the union
- (phone the branch office 9349 4411 or go to the website: [www.cepconnects.org](http://www.cepconnects.org) )
- **ONLY THE ACTION NOTIFIED** in the places listed in the notices can be taken - no other action can be taken by anyone other than those working within the workplaces listed in the notices
- **EMERGENCY/LIFE AND LIMB JOBS** should always be carried out. Call the union if you are unsure about the nature of the job assigned to you
- **CONTACT THE UNION IMMEDIATELY IF** any manager threatens to injure your employment in any way for taking protected industrial action.

## **TELSTRA MANAGEMENT IS TREATING YOU WITH CONTEMPT; BUT WHAT ARE YOU DOING IN RESPONSE?**

Telstra employees are hard working and skilled and very committed to the job.

However Telstra Management is continuing its campaign of deception, outright lies and misinformation in its forlorn hope of getting a majority of employees to vote for their 3rd rate, non-negotiated, non-union Employee Collective Agreement (ECA).

This is in order to cut their hard working employees pay and conditions.

While their campaign of “bad faith” towards their employees continues, what are you doing and how are you responding?

- \* Are you continuing to work unpaid overtime or too much paid overtime?
- \* Are you continuing to work through your breaks?
- \* Are you continuing to cut corners which may compromise your health and safety, just to reach their unrealistic targets?
- \* Are you still getting medical treatment and other health services in your own time in order to minimise the impact on Telstra?
- \* Are you still going above and beyond the call of duty to fix up stuff-ups from stupid

management decisions and p.s poor technology selection?

- \* Are you still avoiding submitting incident reports and making Comcare claims, over legitimate workplace accidents and incidents, thus saving management from having to pay for the medical expenses and time off that has risen from the stress, anxiety and other ailments caused by Management’s bad behaviour, bullying and personal targeting?
- \* Are you still avoiding the pursuit of fair treatment, despite unfair treatment at the hands of your Managers?
- \* Are you continuing to cop the relentless push for more and more productivity, regardless of the impact on your health, family life and safety, let alone any detrimental impact on customers?.
- \* Are you working your rostered days off to help out Telstra’s lack of staff?
- \* Are you using your own time to travel to jobs and after jobs, without claiming overtime?
- \* Are you making yourself available to travel interstate to “fill in the gaps” when Telstra’s resources are stretched?
- \* Are you accepting their unfair, unacceptable performance pay system without question or resistance?
- \* Are you starting work before your actual work time in order to be work-ready at start time? You are not required to do this and if required to start early you must be paid overtime. The same applies to end-of-day.

If so, why are you?

Cooperation and good will are two sided concepts. Why reward bad management? Talk to the CEPU about it now.

### **START AND FINISH TIMES (Clause 11.2)**

Within the current EBA, if the Management wish to alter your start and finish times within the span of hours of 7AM to 7PM, they have to take into account the employee’s preferences and family responsibilities. If your start and finish times have been changed or are being changed without discussion with you about your preferences and family responsibilities, or if due weight hasn’t been given to those issues, notify the union for assistance.

### **SCHEDULED OVERTIME WORKED FROM HOME (Clause 13.3)**

Within the current EBA employees must be given at least two working days notice of any scheduled overtime under this clause, unless a shorter notice

period is agreed between the employee/s and manager. Make sure your notice period is given to you in writing and signed by the manager so that the situation is clear.

#### **REST RELIEF (Clause 14)**

An employee will have 10 consecutive hours off work between periods of ordinary hours of work.

It's for your own health and safety – make sure you use it!

Ensure that the EBA is respected and implemented in regard to these clauses.

#### **MULTIFUNCTIONAL WORK PROVISIONS CFW, TW & TPW (Clauses 18.2 & 19.1)**

If you are asked to perform any functions at or below your work band, only do so if you have the necessary tool set, (i.e. training/competency, tools, equipment, vehicle).

If you are asked to perform higher level functions in a temporary capacity during times of peak work load or for employee development purposes you must have the appropriate tool set as described above.

#### **In Clause 26.2 of the current EBA it says:**

“Telstra aims to provide a productive, rewarding, safe and non-discriminatory work environment for its employees. This environment should be characterised by co-operation, mutual respect and open communication between employees and management.”

Members should report any and all instances to the union where this clause is breached and we will make appropriate representations, and/or take other action to resolve any problem.

Many Telstra workers have decided they have had enough of the company piling more work and more stress on them year after year. Many members have decided to become more active in the union and many, many non-members have joined in the past month. Why not join with your mates in the fight to win a better and fairer deal?

### **JOIN NOW! GET A DISCOUNT AND TAKE PART IN THE EBA ACTION**

If you become a union member soon, you will:

- \* get a 50% discount start-up union rate for the first half of a year's membership, (and re-member, everyone's union dues are fully tax deductible).

The current union rates are based on a percentage of salary as follows:

#### **CATEGORY A \$19.80 per fort**

Based on salary equal to or greater than \$64,798

#### **CATEGORY B \$18.00 per fort**

Equal to or greater than \$52,522, less than \$64,798

#### **CATEGORY C \$14.40 per fort**

Equal to or greater than \$37,147, less than \$52,522

#### **CATEGORY D \$7.20 per fort**

Based on salary less than \$37,147

If you pay annually you receive a further 10% discount on your annual dues. **This 10% discount is available to all members.**

Sign up with the union and be part of the campaign to win an EBA which will benefit us all.

**For current members, if they help sign up a new member they will go into the draw for another Flat Screen TV and they will get 2 free movie tickets for every new member they help sign up.**

Build and strengthen our membership to secure a good EBA.

**There has never been a more important time to join the CEPU!**

#### **LEN COOPER** **Branch Secretary**



#### **COMMUNICATIONS UNION (CEPU)**

##### **Main Office**

1/139 Queensberry Street  
Carlton South 3053

Ph: 03 9349 4411

Fax : 03 9349 3488

Email

[cdtsvic@victs.cepconnects.org](mailto:cdtsvic@victs.cepconnects.org)

##### **Clayton Office**

47 Henderson Rd  
Clayton 3168

Ph: 03 9545 1503

Fax: 03 9561 5599

**ECA NO WAY! UNION EBA THE ONLY WAY!**