

S.The Signal

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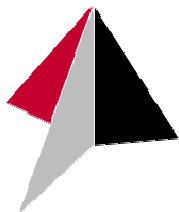
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EBA TALKS WITH TELSTRA – CONSULTATION BEGINS

Representatives from the three unions in the EBA single bargaining unit, CEPU, APESMA and the CPSU, met with Telstra Corporate HR Friday 5th June 2009.

The talks canvassed a number of issues relating to the EBA negotiations such as a timetable, exchange of information, reports to employees and managers, good faith bargaining, ongoing industrial action and which employees in Telstra are in “scope” for the EBA talks.

We should make it clear that the actual EBA talks haven't yet begun. What occurred on the 5th was “consultation” about the EBA talks under the requirements of the current EBA.

As the parties were meeting it was acknowledged that there were some 100 amendments to the proposed new Federal Government's Industrial Relations legislation. This does create some uncertainty in terms of the options for progressing the nature of the EBA talks.

The meeting was positive and there appears to be a genuine desire from the new CEO Mr. Thodey to reach an agreement. Ultimately, of course, events and outcomes will test the new situation.

The parties will meet again on Wednesday, 17th June 2009 and agreed to programme ongoing discussions in forthcoming weeks.

In the meantime, the parties will exchange lists of issues for negotiation and also exchange relevant information after requests from each party. It was agreed to begin discussions on substantive EBA issues as soon as possible. Members may be assured that the unions are ready with a list of key pay and conditions issues for management to consider.

After a long struggle it appears that the situation is turning around and

Telstra employees should feel very encouraged at this stage.

Members will be kept informed of developments. For more information contact your union or call 1800 102 360 or go to <http://www.cepuconnects.org/about-us/index.cfm>

DON'T MENTION THE WAR

CEPU members in next generation operation (NGO), at the Global Operations Centre (GOC), in construction; the technical specialists who work on the PSTN/transmission network, data techs and others in service delivery, mobiles techs, call centre and support members, others in network services, in media services, in service advantage, have all taken strike action.

Members in these areas have been out on strike anywhere from 3 days to 20 days since the dispute began, and overtime and recalls have been banned almost every week end since the week before Xmas 2008.

As a result of the above:

- Customers who normally have their services repaired on week ends now have to wait until the next few working days.
- There is irregular disruption to EFTPOS and ATM services. This has led to complaints from the Commonwealth and other banks and various commercial outlets like petrol stations, grocery outlets etc.
- The design installation and commissioning of major services for large customers has been regularly disrupted, including the wholesale internet service providers.
- During the periods of strike action in the mobiles groups, (GOC and Field), the red light alarms were so extensive

management actually "re-moved the alarms" to cover up the lack of attention to the faults.

- In HFC/NBOC/DHOC, (Fox-tel/Bigpond/TV stations), essential maintenance work has been held up due to weekend OT and recall bans. Alarms were downgraded to try to cover up the impact. Bigpond and Foxtel customers in their thousands have at times been without service for periods well beyond normal delays.
- In Service Delivery which installs and maintains customer telephone and broadband/data services, extensive delays in tickets of work have been created.
- Construction and service delivery Transformation projects have been delayed and/or stopped, which is further delaying the overall transformation of the company.
- Repair of customer services dependent on the PSTN/transmission network and its associated technical equipment are being regularly delayed.

For example In Customer Fault Management Severity 4 (S4) and Severity 3(S3) customers are not being attended to at weekends or whilst strikes are occurring, resulting in a lot of angry customers. S4 and S3 downgrades mean that up to 500 customers at a time are without service in fault situations, and no longer considered to be urgent.

- Communications infrastructure for special events have been disrupted (eg opening of the "Tlife" shop in Perth, the media coverage of the motor cycle grand prix earlier this year)

- Provision of IP services, internet services and the maintenance of these services for business and government is being regularly disrupted and falling further behind the customer required dates and customer needs.
- The company is spending a small fortune on measures called in management speak "mitigation actions" to try to offset the impact of the industrial action.

They are spending this small fortune on unlimited overtime in parts of the business, on travelling allowance, on fares and accommodation and on special incentives for workers in other parts of the business to travel to do the work of workers who are out on strike, and on re-work when the "imported" workers get it wrong.

- They are concentrating massive amounts of the collective management time and money on "mitigation" of the industrial action so that normal management effort in running the business is severely disrupted. For example the usual management of employee performance has collapsed in many parts of the business.

Senior Telstra management have continued to demand of lower management, that poor performance and poor customer service created by the industrial action, actually not be blamed on the industrial action.

The "Don't mention the war" policy, under the old CEO Mr Trujillo, has been a major attempt to keep the truth from customer, shareholders, governments, so there is less pressure to solve the dispute.

"Don't mention the war", equates to don't care about the customers. The new Telstra leadership can change that. Let us hope they do.

They have announced change. Practice will demonstrate just how much

FEDERAL LABOR - THERE ARE NO EXCUSES

Rudd and Gillard and assorted Ministers in the Government say that there will be no further changes to industrial relations law from Federal Labor, and that they intend to leave the Howard Government's nasty, discriminatory type legislation being used against building workers in place.

Once the new Labor Government laws are in place after July 1st 2009, it is a fact that:

- * there will be no universal right to strike except after a considerable number of hurdles when an enterprise agreement expires
- * there will be no general right to arbitration to try to obtain fair treatment from one's employer
- * "good faith bargaining" guarantees only a talk-shop between the industrial parties
- * pattern bargaining across multiple employers in an industry is still banned for workers, despite the fact that it can be the best way to protect jobs and living standards in many industries
- * the right to pursue unfair dismissal proceedings is still denied to hundreds of thousands of workers in small businesses
- * solidarity or support industrial action by unionists, for other unionists or for other sections of the community is still banned.

For all these reasons and more the Rudd/Gillard laws do not meet the minimum democratic and human rights standards estab-

lished by the International Labour Organisation (ILO) of the United Nations organisation. This includes the retaining of the disgraceful legislation affecting the building workers mentioned earlier.

On Monday June 8th 2009, the Melbourne "Age" newspaper, in an editorial otherwise supportive of Deputy Prime Minister Ms Gillard's criticism of the unions at the ACTU Congress last week said, the building industry law..."infringes the basic principles of equality before the law and the right to silence. Its coercive powers, applying uniquely to people in the construction industry, include the powers to jail people who refuse to be interviewed."

It is clear that the union movement needs to fight on to achieve workplace laws that meet at least the minimum recognised international standards for the human and democratic rights of working people. If these minimum standards don't come from the current Rudd/Gillard Government then we must create a movement that will see them eventually come from some future government.

WELFARE FUND

The CEPU has established a welfare fund to assist members who may be in financial difficulties for various reasons.

The fund could be of some value in times of industrial action, such as that which exists in Telstra at present, and beyond the industrial action, as economic times become more difficult.

The fund will be built on donations from members, and others, including the union itself.

Members who are suffering hardship should contact the fund for assistance.

The welfare fund will be an ongoing institution as a service to

members in these difficult times and beyond. Contact Sharon Benson 9347 8388 if you have any enquiry re payment to the fund. Donation details are:

Direct debit through your financial institution or EFT to:

CEPU Welfare Fund. BSB: 063262 Ac No: 10454772

Cheque or money order made out to CEPU Welfare Fund and posted to: CEPU Welfare Fund, 1/139 Queensberry Street, Carlton South 3053.

Credit Card over the phone to the Branch – 03 9349 4411

There is no BPAY facility at this stage

As you know some of our members have been taking strike and other action to help win a new good quality EBA for all Telstra employees. Obviously, there will be considerable hardship experienced by some of these members. Please support them where you can

To Apply To Claim On The Fund

If you wish to make a claim to help with any hardship being experienced, please contact JOHN ELLERY Branch Assistant Secretary, in the first instance: 0419 823 580 or 9545 1503 (Clayton office).

JOURNEY COVER – WHY HAVEN'T YOU JOINED?

We are always open to discussing why employees don't join the union. We think, obviously, that it should be the most natural thing in the world to join the union. Everyone needs the security and protection that union membership brings.

Even more so now-a-days when the union has, since January 1st, taken out insurance cover for all members when travelling to and from work (Journey Cover). The Howard Government scrapped universal journey cover when it was in government, and the

CEPU cover now replaces that loss generally.

The journey cover is provided at no extra cost to financial union members and gives you peace of mind as you travel to and from work each day. The details are on our web sites: www.cepunet.au and www.cepconnects.org

If you are a non-member think of it this way: you automatically get the cover when you join. If you had to pay for the cover yourself think about what it would cost you per annum. This saving alone virtually pays for your union dues each year, which are fully tax deductible anyway.

And remember an accident during your journey to and from work can be devastating for you and your family, particularly if you end up in a "no pay" situation. Think about it.

ARE YOU USING YOUR AMBASSADOR CARD?

Early this year the Victorian Branch of the CEPU decided to invest in a discount shopping and services scheme for CEPU members. Cards were posted out to members in January.

The scheme is referred to as the Ambassador Card scheme and it provides good discounts on shopping and services ranging from Theme Park Tickets, Safeway Food, Tenpin Bowling, Petrol, Restaurants etc.

Go to the Ambassador Card Website

www.ambassadorcard.com.au

and you can see the full range of discounts available to you and your family, and the conditions that apply. The site adds new businesses almost daily so wherever you go always ask if they accept Ambassador Card.

The Branch hopes this investment will assist members a little in difficult economic times. Other unions and CEPU branches that

have used Ambassador Card report a favourable reaction from members. Now is our chance to test it.

The Branch has signed up for two years as a trial. So we would appreciate your feed back.

CHECK OUT THE BRANCH WEB SITE

The Branch web site has been totally revamped and contains

daily updated information on current campaigns as well as information for all CEPU members.

The site is user friendly and very easy to navigate.

You can ask us a question, look up OH&S issues, find up-to-date campaign news, get back copies of the Signal and other publications, handouts, bulletins etc., download a joining form for a

workmate or submit it online.

There is a link to the CEPU National site (for Rules, EBAs, etc) as well as links to other sites of relevance.

Check it out you'll be surprised.

www.cepu.net.au

LEN COOPER
Branch Secretary

CEPU (T&S) Victoria ANNUAL GENERAL MEETING

6PM on WEDNESDAY 24th JUNE 2009
1st Floor, 139 Queensberry St, Carlton South

AGENDA

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| <ul style="list-style-type: none"> • Minutes & Business Arising • Correspondence • Presentation Life Membership – Doreen McDonald (Friends & Former Colleagues welcome) • Presentation Of Annual Report • Presentation Of Financial Report | <ul style="list-style-type: none"> • Election Of Branch Auditor • Election Of Branch Returning Officer • Method Of Count For Election • Reports • General Business <p>LEN COOPER
Branch Secretary</p> |
|--|--|

The Branch COMMITTEE OF MANAGEMENT will be held after the conclusion of the General Meeting

CEPU MEMBER SERVICES

Taxation and Financial:
CSI FINANCIAL
9819 7255

Journey Cover Insurance
Part of your union membership
Contact the Branch 03 9349 4411

Legal
RYAN CARLISLE THOMAS
1300 366 006 (Metro & Regional)

Computers & Related Goods
VIRTUAL COMMUNITIES
1300 131 789

Dental
UNIDENT
9822 8986 (Nearest dentist)

Financial
BILL HARDING & ASSOC
9738 1244

Work Injury
WORKERS' OCC HEALTH CNTR
Contact the Branch 03 9349 4411

Purchase Power For Everything
UNION SHOPPER
1300 368 117

Health Services
UNION HEALTH
9662 3322

New & Used Cars
UN SHOPPER MOTORMART
1300 368 117

Insurance - All Types
LABOUR UNION INSURANCE
9794 8844

Superannuation
AUSTRALIANSUPER
1300 853 311

Travel
UNION TRAVEL
1300 369 336

New Cars
DISCOUNT NEW CARS
1800 146 666

Ambassador Card
Part of your union membership
www.ambassadorcard.com.au

Discounted Village & Hoyts Movie Tickets – **FREE IF YOU JOIN UP A NEW MEMBER**
Contact the Branch Office 03 9349 4411